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ABSTRACT

A study was conducted to compare the perceptions of white women and women of color who were union electricians of their on-the-job and training experiences. Following a literature review of apprenticeship training, women in nontraditional occupations, and the experiences of women in the skilled trades, a mailed survey was developed and distributed through the United States. A total of 491 women responded (from 1,333 surveys distributed through apprenticeship training directors), including 64 women of color and 427 white women. Statistically significant differences in experiences were found between white women and women of color for most of the items on the survey. On the items pertaining to sexual harassment, however, no statistically significant difference was found between the two groups. Findings included the following: (1) women of color experienced both racism and sexism on the job; (2) most white women experienced gender bias on the job and in the classroom; (3) neither group has been able to advance as far as desired; and (4) management often does nothing to prevent sexual harassment. Recommendations were made to recruit and retain greater numbers of women, ensure equality in training, provide support systems, and implement harassment policies. (The study includes 172 pages of unedited comments by the respondents, as well as the statistical results of the survey questionnaire. Contains 55 references.) (Author/KC)

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ED 391 942

WOMEN UNION ELECTRICIANS: A COMPARISON OF JOB AND TRAINING EXPERIENCES OF WHITE WOMEN AND WOMEN OF COLOR

A THESIS

Presented to the Department of Occupational Studies

California State University, Long Beach

In Partial Fulfillment

of the Requirements for the Degree

Master of Arts

By Lynn Judith Shaw

BS, 1974, University of Minnesota

August 1995

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ABSTRACT

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By

Lynn Judith Shaw

August 1995

The objective of this study was to compare the perceptions of white women and women of color union electricians concerning their on-the-job and training experiences. First, a literature review was conducted to examine apprenticeship training, women in nontraditional occupations, and the experiences of women in the skilled trades. Secondly, a mail-out survey opinionnaire was developed and distributed throughout the United States. There were 491 women who responded, including 64 women of color and 427 white women. Statistically significant differences in experiences were found between white women and women of color for most of the items on the survey opinionnaire. However, on the items covering sexual harassment, no statistically significant difference was found between the two groups. The study includes 172 pages of unedited comments by the respondents, as well as the statistical results of the survey opinionnaire.

WE, THE UNDERSIGNED MEMBERS OF THE COMMITTEE,
HAVE APPROVED THIS THESIS

WOMEN UNION ELECTRICIANS: A COMPARISON OF JOB AND TRAINING EXPERIENCES OF WHITE WOMEN AND WOMEN OF COLOR

By

Lynn Judith Shaw

COMMITTEE MEMBERS

Richard L. Resurreccion, EdD (Chair) Occupational Studies

Leonard Albright, PhD Occupational Studies

Colleen Hill

Colleen Hill, PhD Occupational Studies

James Heideman, PhD
Technology Department
California State University, Los Angeles

Grace S. Harper

Grace S. Harper, MS
Building and Safety
Department, City of
Los Angeles

ACCEPTED AND APPROVED ON BEHALF OF THE UNIVERSITY

Donald P Lauda

Donald P. Lauda, PhD
Dean, College of Health and Human Services

California State University, Long Beach

August 1995

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To my husband and son. How could I have done this without you?

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To my computer genius brother Tom.

To Robin, Vivian, Don, and Eunice.

But most of all, I want to thank the women who brave the world of nontraditional work, especially the women electricians who participated in this study.

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CHAPTER 1

INTRODUCTION

Women working the building trades are transforming the image of the construction worker. What was once an occupational field dominated by white men has become more open than ever to men of color and women. Women and people of color now have an opportunity to enter the world of construction. However, the actual number of women and people of color entering the trades is still small. When there is a history of exclusion, intentional or not, people who have been excluded do not always rush to enter the gate just because it has finally been "swung open" (Sanders, 1986).

The issues for men of color are related to the issues women face in the building trades. However, being a woman also carries distinct and separate issues. In a study of electricians in one large local union, Moccio (1993) found that:

> Upon examining the experiences of minority men and women in the craft trades, it is obvious that minority men had to cope with the burdens of societal racial stereotyping. Yet neither their physical ability to perform craft work nor their need to support themselves and their families was contested. Societal attitudes against women in nontraditional jobs, however, were embedded in the workforce on the basis of notions of "biological destiny" and "woman's

> place" which rest on socially constructed definitions of masculine and feminine. (p. 216)

According to a US Department of Labor, Bureau of Apprenticeship and Training study (1991b) entitled Race/ Ethnic Report by Selected Industry Groups, the percentage of people of color working as apprentices is 15.3% in the special trades, construction category. There are 9,079 African-Americans, 617 Asian-Americans, 1,507 Native Americans, and 4,894 Latinos. These numbers represent 70% of the total and do not include California, District of Columbia, Puerto Rico, Hawaii, Rhode Island, and the Virgin Islands. Electricians comprise the largest number of total apprentices with 38,354, including 5,088 minorities, and 1,523 women (p. 1).

The contract construction industry is a non-traditional career choice for women and has historically been considered a career only suitable for men. According to the United States Department of Labor, Women's Bureau (1993b), women represent less than 2% of the contract construction trades. By comparison, in white collar jobs, women have made substantial gains. From 1980-81 to 1988-89, the women's share of professional degrees rose from 14% to 41% in dentistry, 15% to 33% in medicine, and 32% to 41% in law (p. 3). Current legislation encourages equitable participation in any career by both men and women. The small numbers of women construction workers is an anomaly in the attempts at equality for women.

The Department of Labor, Women's Bureau (1993c), defines nontraditional occupations as those which currently have 25% of a single gender or less. An example of a nontraditional occupation for women would be an electrician (1.7%) and for a man, a registered nurse (5.7%). Defined gender roles in employment for both men and women are one of the reasons these occupations are nearly sex segregated. According to the US Department of Labor, Women's Bureau (1993c):

> Historically, women have "crowded" into a few occupations. In 1992 the six most prevalent occupations for women were, in order of magnitude, secretaries, school teachers (excluding those teaching in colleges and universities and those teaching in preschool and kindergarten), cashiers, managers and administrators, registered nurses, and bookkeepers and accounting clerks. In 1992 more than one-third of all full-time women workers were employed in these occupations. It has been argued that women choose these occupations because there tends to be less skill obsolescence for workers who leave and reenter the labor force. It has been argued that the educational commitment for employment in these fields is less than in some others, and workers can have more time at home for other responsibilities.
>
> There may be other factors which are difficult to measure that also affect women's career decisions. To what extent have women been denied the opportunity to find employment in other occupations where few women are employed because they lack knowledge about the field, or fear that sexual harassment may be a factor? These are aspects which are difficult to quantify. (pp. 6-8)

For women, the nontraditional occupations in the blue collar fields are often jobs that have a higher earning potential, a training program to learn a skill, and an opportunity for a life long career. Examples of these are sheet metal worker, electrician, and carpenter. For a man, nontraditional occupations often are jobs that are socially, as well as economically, undervalued by North American society. An example of nontraditional occupation for a man is a secretary, in which 1% of males are employed (US Department of Labor, Women's Bureau, 1993c).

Work in the construction industry offers women the same dividends it does for men--opportunities for training to learn a skill, high wages, and benefits for workers and their families. With the exception of women working in nontraditional jobs during World War II, careers in nontraditional occupations have only been open to women for about fifteen years.

A Woman's Guide to Apprenticeship states, Equal Employment Opportunity in Apprenticeship Regulations, issued in May 1978 by the Department of Labor, contain new provisions governing the employment of women in apprenticeship. The revised regulations, which took effect on June 12, 1978, ammended the Code of Federal Regulations (CFR), Part 30, of April 8, 1971 which covers equal employment opportunity in apprenticeship (p. 23). This amendment allows women the option of choosing a job in the contract construction industry. Some of the skilled trades that became open to women included electrician, plumber, carpenter, sprinkler fitter, ironworker, and many others.

Each skilled trade requires many years of training. Unions and contractors jointly sponsor a four or five year training period called an apprenticeship. During the apprenticeship period, each apprentice is provided with classroom training in a school setting, as well as an opportunity to work full time with gradually increasing levels of pay. Both the on-the-job training and classroom learning of apprenticeship take place under the direct guidance of highly skilled journey level workers. Non-union contractors' associations also offer apprenticeship training.

The Problem

Prior to 1978, few women were admitted into contract construction apprenticeship training programs. Since then, the number of women admitted into the skilled trades has been 2% of the total. Although a small percentage, this admittance of women represents a shift from the nepotism of apprenticeship programs.

There are two major schools of thought as to why women continue to comprise a small percentage of the workforce. First, it has been suggested that women do not want to work in the construction trades. This point of view is usually represented by employers, joint apprenticeship committees, and sometimes unions. Thomas Van Arsdale, President of the International Brotherhood of Electrical Workers (IBEW) Local 3, testified before the New York City Commission on Human Rights (1993), stating that:

> The electrical construction industry involves hazardous and hard work. There is a great deal of heavy lifting and carrying, pulling and moving cable reels, climbing ladders and structures. You're moving from job to job. You have irregular hours. You're asked to do overtime on short warning.
>
> It's not hard to understand that many women would not seek employment in this industry. (p. 195)

Second, there is evidence that women do not have opportunities to hear about these jobs and are socialized to exclude themselves out of these occupations. This point of view has been usually articulated by tradeswomen, tradeswomen advocates, and sometimes government agencies such as the Women's Bureau in the US Department of Labor.

As Cynthia Long, journeylevel electrician and a twelve year member of IBEW Local 3, testified:

> I think we need to move beyond the problem of individual unions, although they are extremely powerful. (Discrimination and sexual harassment are) a societal and institutional problem. We can't forget that the employers are the ones who control the monies and the employment situation. The issue I would like to raise is that there is insufficient outreach to women and communities of color. Once people are accepted into the training programs, we have to look at fairness and the evaluation of the application process as well as retention of the workforce. Recruitment for vocational training programs is almost nonexistent (for women) and once a woman gets into a vocational high school, she has to fight just to stay in her school, as we have to fight

> to stay on our jobs. (New York City Commission on Human Rights, 1993, pp. 107-8).

Some research has been conducted on women in the construction trades and in other nontraditional fields. Most research in this area does not focus on one trade, rather many skilled trades are included in the sample. Sometimes the research on women in the construction trades was combined with the issues of minority men. Little research has compared the experiences of white women and women of color. Further, data available regarding how both groups view themselves and each other's experience in the workplace and in the classroom are scarce.

Research by or about women of color who work in the contract construction industry is a vital component of the whole picture of the construction workforce. The experiences of women of color adds to the overall understanding of the issues of race and gender.

Donna Allegra Simms, a journeylevel electrician, stated in the October, 1993 Tradeswomen magazine:

> This is not a realm where I take risks to confront people on their conscious and unconscious hostility. In the world of construction, women of color don't have the critical mass to nail their associates to the wall for the casual racist attitudes they put out . . . . Most of the time it's difficult to tell where racism ends and sexism pick up: They both come from the same source . . . . I can't separate the racism from the sexism easily and clearly, for, like torque, one compounds the other. (p. 19)

Victoria King, a former electrician, was beaten and raped on the construction site. She filed a lawsuit and was so pleased with her lawyer she decided to quit the trades to enter law school. She now practices law. She describes one of her experiences with sexism and racism as an electrician in her book, Manhandled: Black Females:

> After moving to New York City to work, I was overjoyed with the prospect that in the big City I would have the opportunity to work around black electricians and other black building trades workers, as well as other women. My joy did not last long however. There were few women (the first female to complete the grueling apprenticeship program in New York City was a white male who had a sex change operation) and most of the black men on the jobs took the attitude that I should have stayed home so that a black man could have my job and thereby provide for his family. As far as these black men were concerned, a black women's place was in the kitchen. And yet these men considered the white man the oppressor. I felt as oppressed by the black man as I did by the white man. Whether the foot on my throat was black or white, or whether the man stepping on me intended to or not, it still hurt. (p. 46)

Affirmative Action legislation was first passed beginning with the Civil Rights Act of 1964. Affirmative Action laws consider women, in addition to other minority groups, as a protected group under this law. The subsequent Presidential Executive Order 11246 in 1971 was implemented to clarify specifically targeted affirmative action efforts of the various minority groups and women on construction sites and in apprenticeship programs. This Executive Order (Appendix A), which has become known as "The 16 Steps," requires documentation of all training, hiring, and on-the-job practices. All employers and apprenticeship programs must make good faith efforts to insure equitable treatment.

Women of color are considered to be in both categories of protected groups, women, and minority. The question then becomes: Into which category are women of color counted? The answer is both. Women of color get double counted, once in the minority group and once in the women group. In a telephone interview, Susie Suafai, a tradeswoman's advocate for twenty years, stated:

> When it comes right down to it, most contractors will hire white women before minority women. But if the contractor is aware that a minority woman can be counted in both categories and they are short on meeting their goals, being counted in both the female and minority breakdowns can work in favor of a minority woman being hired. (Personal communication, July 15, 1994)

Although the double counting of women of color has advantages in securing employment, the practice creates a skewed picture of who is really working on the construction site. Double counting also clouds the issue of the real numbers of women and minorities who are actually working on the job site and being trained in apprenticeship programs. Double counting essentially makes women of color invisible.

Currently, there is no clear picture of how many women are in each racial or ethnic group. Men are separated out by their sex and their distinct racial groups. Women are not. Separating white women from women of color gives a somewhat clearer picture. A further step is to separate each female into a specific racial or ethnic group. This would create an equal view with who the men are on construction sites, as well as the women.

Objective of the Study

The objective of this study was to compare the perceptions of white women and women of color union electricians concerning their on the job and training experiences. Specifically, answers were sought to the following research questions:

1. What are the experiences on the job and in the classroom of women of color who are electricians in the selected local unions?
2. What are the experiences on the job and in the classroom of white women who are electricians in the selected local unions?
3. What are the perceived differences in experiences between white and women of color electricians?

Statement of Need

This study was conducted to explore the experiences and differences/similarities among various groups of women who are in, or have worked in, the contract construction industry as union electricians. If women have an opportunity to receive information on the option of working in the skilled trades, then more women could choose the training for high-skilled jobs. This option of working as skilled tradeswomen can translate into high wages and economic independence. This is the same reason many men enter the trades.

Since 1978, the inclusion of women in the contract construction trades has been mandated by Presidential Executive Order 11426. The contract construction trades have been unable to meet its legal obligation to recruit and retain women in the skilled trades. The reasons for this are complex. Some research has been conducted to explore the complexities of how and why women succeed or fail. It is neither a matter of simply gender discrimination nor is it just women's lack of interest in these types of occupa-tions.

The women who have been successful in the construction field have had little opportunity to describe what they think the problems and solutions are for the inclusion of women. Their voices are an important link in determining the barriers and the solutions to overcoming these barriers that prevent women from entering and succeeding in the trades.

Many of the women in this study were the first women ever hired by an employer, or the first women ever enrolled in an apprenticeship program. Some were the first women of an ethnic or racial group to be employed at a construction site. Some have never worked with another woman or have never seen a woman of color on the job site or in the classroom.

Many groups may benefit from the findings in this study. However, specific groups and individuals may find the results of this study of particular use and could perhaps benefit from them directly. These groups include the following:

1. Educational programs and institutions that offer vocational training;

2. Gender equity programs that focus on women in nontraditional jobs;

3. Unions, management associations, and their Joint Apprenticeship Training Committees that are trying to meet their responsibilities for good faith effort in recruiting and retaining women;

4. Women's organizations that seek employment or career exploration in nontraditional careers;

5. Individual women who seek nontraditional jobs as a career change or are new entrants into the labor force;

6. Women currently working in the skilled trades and their families and friends who are interested in understanding their experiences;

7. Male contract construction workers who are seeking to understand and integrate women into the culture of the work place;

8. Government policy makers who are seeking to integrate women into nontraditional occupations; and

9. Foundations seeking to financially support programs and issues that affect women workers.

Limitations

Certain limitations were necessary to conduct this study. The study was limited to:

1. A review of literature on apprenticeship, women in apprenticeship, and nontraditional occupations for women;

2. A review of statistics on nontraditional occupations and apprenticeship;

3. A combining of all nonwhite ethnic groups into one category called women of color;

4. A sample population of women union electricians from largely urban areas;

5. Only women electricians in unions; and

6. Only the inside workman classification. (There are several dozen job classifications covered under union agreements, e.g., lineman, utility technician, and material handler.)

Operational Definitions

The following terms and phrases are defined in order to clarify their meaning in the context of this study.

Affirmative Action

> Procedures, methods, and programs designated for the identification, recruitment, training and motivation of present and potential minority group and female apprentices to equalize opportunity for minority groups and females in apprenticeship programs. (Weston, 1982, p. 172)

Apprenticeship

> Primarily a private sector activity consisting of structured, long-term (typically three to four years), on-the-job training combined with related theoretical instruction, leading to certification of journey worker status in a skilled trade. (US General Accounting Office, 1992, p. 2)

Apprenticeship Community

A general term used by individuals and organizations who work on the issue of apprenticeship. This group includes skilled craft workers, union and management representatives, educators, community activists, government representatives, ethnic and women's groups, and others.

Blue Collar

A commonly used term for workers who use their hands on the job. This term includes skilled, as well as unskilled, workers.

Bureau of Apprenticeship Training (BAT)

An agency of the US Department of Labor that oversees apprenticeship functions in states that do not have federally approved apprenticeship agencies. The District of Columbia, Puerto Rico, and the Virgin Islands, as well as twenty-seven states, have state apprenticeship agencies.

California Apprenticeship Council (CAC)

> A policy-making body of employee and employer organizations and members of the general public. They are appointed by the governor to administer provisions of the California Administrative Code sections pertinent to apprenticeship. (California, Department of Industrial Relations, Division of Apprenticeship Standards, 1992, p. 3).

Contract Construction

A general term for the industry related to the building, improvements, or changes of structures. An agreement between the awarding agency and the successful bidder is signed and covers the terms of the agreement. Some of the items usually in the agreement are completion date, affirmative action goals, and costs.

Department of Industrial Relations

A state agency that covers a variety of worker issues, such as apprenticeship, workers compensation, labor standards enforcement, and Occupational Safety and Health and Safety Administration (OSHA).

Division of Apprentice-ship Standards (DAS)

The California State division charged with administering and monitoring apprenticeship programs through the Department of Industrial Relations.

Experience

> The acquisition of knowledge, attitudes, or skills through one's own perception and participation, or knowledge, attitudes, or skills so acquired . . . the process of interaction between a human being and his physical and cultural environment. (Good, 1973, p. 226)

Gender Roles

Occupations and training socially and culturally associated with one gender to the near exclusion of the other.

International Brotherhood of Electrical Workers (IBEW)

A trade union founded in 1891 to represent workers in the electrical industry.

Joint Apprenticeship Training Committee (JATC)

The organization that coordinates apprenticeship programs, including representatives from unions, employers, and contractor associations. Also known as program sponsors.

Nontraditional Jobs

As presently defined, nontraditional jobs are "those in which women comprise 25% or less of the workers in a particular occupation" (US Department of Labor, Women's Bureau, 1991, p. 1).

Sanction

An action taken by the Division of Apprenticeship Standards requiring apprenticeship programs to fulfill their obligations by taking women and people of color into their training programs. No white males may be taken in until these obligations are met. There is no specific number required. Each situation is evaluated on an individual basis.

Tradeswomen

Women who are working in the construction trades and have completed, or are completing, a four- or five-year training program to become a skilled worker. A few examples of these trades are: electrician, plumber, iron-worker, or carpenter.

Union

The National Labor Relations Act, also known as the Wagner Act of 1935 states:

> It is hereby declared to be the policy of the United States to eliminate the causes of certain substantial obstructions to the free flow of commerce and to mitigate and eliminate these obstructions when they have occurred by encouraging the practice and procedure of collective bargaining and by protecting the exercise of workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions of their employment or other mutual aid or protection. (US. Congress, 1935, p. 449).

Women in the Trades

Women who are working or have worked in the construction trades and have completed, or are completing, a four- or five-year training program to become a skilled worker. Some examples of these trades are: electrician, plumber, ironworker, or carpenter.

Women of Color

A general term used to describe minority women, or women of ethnic backgrounds excluding white. Examples of these are: African-American, Mexican-American, Latin American, Asian-American, Native American, or Pacific Islander. This also includes individuals of mixed ancestry.

Women's Community

A general term used by individuals and organizations who work on women's issues. These issues may include child care, domestic violence, reproductive rights, or women in nontraditional occupations.

Assumptions of the Study

The following assumptions were made as fundamental to the successful completion of this study:

1. The descriptive method of research used was valid for the purposes of this study.
2. The sources of information were valid.
3. The respondents had participated in a full or partial apprenticeship training program.
4. The respondents understood clearly the questions and responded honestly.
5. The results of this study will add to the existing body of information on the issues affecting women in the contract construction industry.

Method and Procedures

The descriptive method of research was used in this study. The procedures used for the conduct of this study were as follows:

1. The study emerged from the researcher's interest and experience in the area of women in nontraditional occupations dating from the 1970s.

2. The preliminary research of the problem included an examination of research based literature to serve as a basis to begin a preliminary definition of the problem.

3. Interviews were conducted with researchers who have studied nontraditional occupations, policy makers who impact women in the workforce, and women working in nontraditional occupations.

4. A preliminary statement of the problem was developed based on the preliminary literature review and the interviews.

5. A more focused review of related literature was conducted. This resulted in the formulation of an objective for the study and research questions. The review included a computer search in the Educational Research Information Center, Business Index, Readers Guide to Periodical Literature, and Subject Guide to Books in Print, and selected government documents. A DATRIX search was conducted on the dissertation abstracts, theses on related topics, and the women's studies abstracts.

6. The first draft of the opinionnaire was designed to elicit data. The development of the opinionnaire was based on the more focused review of the literature and detailed discussions with tradeswomen, tradeswomen

advocates, and researchers in the field of women in nontraditional occupations.

7. A panel of experts reviewed the draft opinionnaire for content and construct validity.

8. The opinionnaire was revised based on the input of the panel of experts.

9. A convenient sample of journeylevel electricians was developed.

10. The convenient sample of women apprentice electricians was developed.

11. The opinionnaire was distributed through the National Joint Apprenticeship Training Committee Directors.

12. The survey was distributed, data collected, and the data were organized and analyzed within the framework of the research questions.

13. The conclusions drawn were based on the survey data.

A detailed description of the research design is presented in Chapter 3.

Organization of the Study

The remainder of this report is organized in the following manner. Chapter 2 is a review of the related literature. Chapter 3 is a description of the research design, including an explanation of the pilot review of the survey instrument. This chapter also covers the type of study and administration of the instrument. The survey data are presented and analyzed in Chapter 4. Chapter 5 includes a summary of the study, conclusions, and recommendations for further research, and implications of the study.

CHAPTER 2

REVIEW OF LITERATURE

Few studies have been conducted that have examined the working conditions and training of women construction workers. In particular, comparisons of the experiences of white women and women of color on the job and in the classroom have rarely been examined. However, some research has been done on related issues, such as apprenticeship training of women construction workers and their working conditions, women on the construction site, women in nontraditional jobs, and women in nontraditional training in a vocational education setting. Also the Human Rights Commission in New York City has conducted extensive hearings on discrimination in the construction trades and the California State Division of Apprenticeship Standards sponsored hearings on the issue of the low participation of women entering and staying in the construction trades. Their findings are represented in this chapter.

This chapter is organized around the review of literature in three topical areas related to this study: Apprenticeship training, women in nontraditional occupations, and experiences of women in the skilled trades.

Results of selected research, including the procedures used, are reported.

Apprenticeship Training

Apprenticeship is an ancient concept dating back to the civilization of Babylon, Egypt, and Greece. It is a process of training workers for skilled trades, in which young people seeking a trade signed on with master craftsmen (Clark, 1992). If a worker could not give his children an inheritance, a skill was considered the legacy to be passed on (Dabney, 1990). This is still true in most skilled craft work today.

In the United States, apprenticeship programs have long been linked to unions. Apprenticeship began in European style guilds in Colonial America. Generally, guilds were divided into masters and apprentices, though some added a middle grade--journeyman. Although masters could employ as many sons, brothers, and nephews as they chose, most guilds could have only one or two non-family apprentices. Apprentices started by performing the most menial tasks and throughout their apprenticeships were given increasing responsibilities. Apprenticeship rules were severe. Apprentices were to obey the master, keep the trade secrets, and not to gamble, hunt, drink, nor enter into marriage. All such rules were designed to build character and discipline in the future craftsmen (Harter, 1990, p. 4).

After several years of hard work, apprentices could become masters by fulfilling the following obligations: paying a license fee to the political sovereign, accumulating enough capital to go into business, taking an oath to uphold the guild's laws, and producing a masterpiece (Trice, 1993, pp. 51-52).

These European-style guilds later became fertile ground for union organizers. However, this organizing and opportunity for training did not include women. "Instead of helping women to gain skills, unions, with a few notable exceptions, historically acted to exclude women as well as ethnic minorities from particular crafts" (Martin, 1988, p. 6).

An exception to this was that slaves sometimes worked as apprentices and eventually became skilled craftworkers. A notable example was Frederick Douglas (1818-1895) who served a partial apprenticeship as a carpenter. He was later to become a well known African-American abolitionist, orator, writer, newspaper publisher, vice-presidential candidate (campaigned, but never got on the ballot because running mate was a woman), and consul general to Haiti. Meyer (1984) quoted Douglas on his apprenticeship experience:

> This was my school for eight months; and I might have remained there longer, but for a most horrid fight I had with four of the white apprentices, in which my left eye was nearly knocked out, and I was horribly mangled in other respects. The facts of the case were these: Until a very little while after I went there, white and black ship carpenters worked side by side, and no one seemed to see any impropriety in it. All hands seemed to be very well satisfied. Many of the black carpenters were freemen. Things seemed to be going on very well. All at once, the white carpenters knocked off, and said they would not work with free colored workmen. Their reason for this, as alleged, was, that if free colored carpenters were encouraged, they would soon take the trade into their own hands and poor white men would be thrown out of employment. (p. 100)

In 1911, Wisconsin became the first state to enact a law governing "registered" apprenticeships (Clark, 1992, p. 914). These systems and policy making bodies have been standardized nationwide in the building trades to regulate and maintain standards of training for apprentices. Twenty-seven states have federally registered apprenticeship programs. In California, Hawaii, Puerto Rico, Rhode Island, the Virgin Islands, and the District of Columbia the apprenticeship statistics are not a part of the national figures. In the remaining states and Guam, the US Department of Labor's Bureau of Apprenticeship Training oversees apprenticeship functions.

There are many commonly held beliefs of what type of person is in an apprenticeship program. The stereotypical apprentice is usually an eighteen-year-old male, who is related to someone in the trades. In fact, the average age of a person entering an apprenticeship program today is mid- to late-twenties, both male and female. Most people hear about the trades through a friend or relative.

The apprenticeship system of today is very similar to the ancient one, although today the schooling is much more formalized. On the job, a new apprentice starts out with the easiest and usually most menial tasks and progresses to more complex and difficult jobs. At the completion of the four- or five-year apprenticeship training program, the apprentice is assumed to have enough knowledge and experience to work independently.

Many factors determine which apprentice gets what job assignment. These could include: time worked at one particular job site, assertiveness of the apprentice, or personalities if the other workers. In theory, the more time on the job and in the classroom, the greater one's ability. With the increasing ability, work assignments and responsibilities on the job increase accordingly. At the end of a four- or five-year apprenticeship program, this person "breaks out" and becomes a journeylevel worker.

Each local joint apprenticeship training committee has the opportunity to design its curriculum and work standards to fit its own particular needs. Generally, each program includes one thousand hours of on-the-job training for a percentage of journeylevel pay, as well as one hundred hours of classroom instruction to attain each of the eight upgrades to reach journeylevel status. Each upgrade signifies a higher level of skill and responsibility on the job as well as a pay raise.

The individual apprentice must perform satisfactorily both on the job and in the classroom. On the job, the journeylevel worker is assigned to work with the apprentice. The immediate supervisor, and anyone in management, can give written evaluations. In the classroom, the apprentice must maintain a passing score average of at least 70% and have few or no absences.

Once completed, the individual program sponsor, e.g., joint apprenticeship training committee, may evaluate the apprentices through testing or other means. Each program sponsor reports the successful completers to the state, and the state certifies each individual as a graduate of the apprenticeship program. (Appendix B contains a sample completion certificate.)

There were 832 apprenticeship occupations recognized by the National Bureau of Apprenticeship Training in 1991 (US Department of Labor, Women's Bureau, pp. 123-131). A complete list is presented in Appendix C. The occupations range from baker to X-ray technician. About two-thirds of US apprentices work in twenty occupations, mainly the construction and metal trades (US General Accounting Office, 1992). For apprenticeships to work, many elements must smoothly fit together. The outreach must be comprehensive enough to reach all segments of the population, the application procedure and selection must be equitable, and the job placement and retention must be closely monitored to insure the successful training of highly skilled workers.

Because apprenticeship combines learning and earning simultaneously, many different groups with varying interests must work together to coordinate successful programs. These groups include: employers, trainers, unions, women's groups, ethnic and racial advocacy organizations, government agencies, and others. The key factor in making apprenticeship programs work is employment. Apprenticeship programs depend on the cooperation of private sector organizations that control jobs (Van Erden, 1991).

The apprenticeship system seems to be working effectively in Europe, particularly in Denmark and Germany. In these countries, business is very involved in the apprenticeship system, both financially and philosophically. "While the United States was abandoning apprenticeship as a way of training workers, European countries, especially Germany, held steadfast to the tradition, which is seen as an essential part of industrial success in these countries" (Kiester, 1993, p. 48).

Ironically, German women seem to have had a similar history to that of women in the United States, despite the strong support by the business community of the apprenticeship system. Baufachfrau is a project to encourage women in the trades. "Women in West Germany have the same problem as tradeswomen here [London, England]--you can find training, but can't get experience or work, so they wanted a work site . . . . Baufachfrau proposed to design and build their workshop and center" (Hohenberger & Schemme, 1991, p. 11).

In the United States, apprenticeship has had a mixed reaction from business. In supporting the position for apprenticeship, Lerman, Puncy, and Bailey (1991) stated:

> We believe youth apprenticeship can help us fulfill 4 urgent national goals: First, offering serious training and entry level jobs to large numbers of non-college bound youth . . . . Second, as the productivity of non-college bound youth increases, a rise in their wages will follow . . . . Third, word of promising new career options and the chance to begin job training by the 11th grade will filter down to high school and junior high students . . . . Fourth, the enhanced education, training and careers of non-college bound youth will revive hope among youth who today are harming themselves through drugs and early parenthood . . . . But we believe the public will support the program and most important, will recognize that long-term problems require long-term solutions. (p. 921)

Bailey dissented, however, pointing out that:

> According to all apprenticeship models, some formal, structured education will take place on the job. Why would employers participate? . . . Current employer-training practices for production workers do not suggest a strong interest in training . . . . Most firm-based training in this country still goes to managerial, sales and professional workers . . . . At least in early stages, if employer participation is dependent on cajoling by individual schools, then the approach is doomed to remain marginal and at the mercy of the energy and commitment of individual enthusiasts. (Lerman et al., 1991, p. 921)

Women in Nontraditional Occupations

As stated by Hernandez (1980) in a pamphlet titled A Woman's Guide to Apprenticeship:

> Women have been working in skilled crafts in America since Colonial times. In addition to the home related crafts of sewing, spinning, and weaving which all women performed, a number of Colonial women worked as printers, saw and grist mill operators, furniture builders, eyeglass grinders, leather workers, barbers and even undertakers. However, few women learned their skills as formal apprentices . . . . This active participation by women in skilled craft work took place primarily before paid work became separated from the home environment and occupations became closely linked to wages and sex roles. (p. 2)

Today construction work for women is considered a non-traditional job. "When the US Department of Labor designates an occupation as 'nontraditional' for women or men, it refers to an occupation in which less than 25% of the workers are members of the sex in question" (Weston, 1982, p. 3). In January, 1992, the US Department of Labor, Bureau of Labor Statistics, Employment and Earnings Office released data describing 117 nontraditional occupations for women. The construction worker section included some of the smallest percentages of women, as well as the highest pay for blue collar work. A listing of these occupations and their pay scales may be found in Appendix D.

The US Department of Labor, Bureau of Labor Statistics (1992), lists nine construction trades as nontraditional occupations for women. They are: brickmasons and stonemasons, carpet and power installers, carpenters, electricians, repairers, painters, plumbers and pipefitters, concrete and terrazzo finishers, and roofers. The range in percentage of jobs worked by women is from 3.6% for painters to .9% for carpenters. Three trades showed no numbers because the data obtained were unreliable. The programs with unreliable data were: roofers, carpet installers, and brickmasons.

Currently, 2% of the workers employed in skilled trades are women. In 1976, women (41.4% of the workforce) were only 1.4% of all apprentices (US Department of Labor, Women's Bureau, Employment Standards, 1977). Not only are few women entering these occupations, but the women working have difficulty staying on the job and in the apprenticeship training programs.

Milgram (1992) testified before the Employment Opportunities Subcommittee of the House, Education, and Labor Committee and stated:

> The most important component of effective nontraditional training--I am sorry to say--is what we call survival skills. Survival skills prepare women for the hostile work environment they are likely to experience on the job. Unfortunately, sexual harassment often has its harshest consequences when women are trying to break into all male occupations. (p. 1)

Experiences of Women in the Skilled Trades

Six research projects have been completed on women who have worked or been trained in nontraditional jobs. Each addresses a different segment of this group, with possibly some overlap. In addition, one extensive series of hearings in 1993 was completed on discrimination in the building trades that included women. The results, looked at collectively, reveal similar problems, difficulties, and barriers. These similarities also imply that the solutions to these obstacles can also be commonly applied.

The six studies reviewed were:

1. Breaking New Ground: Worksite 2000 (LeBreton & Loevy, 1992);
2. Survey: Female Apprentices and Journeywomen, Program Sponsors (Suafai, 1992);
3. Still Trying to Make it Work: Women, Trades Training and Jobs (McGraw, 1991);
4. Women Working in Wisconsin: A Study of Women in Nontraditional/Higher Wage Occupations (Tully & Wacker, 1989);
5. Women and Minorities: Trade Unions Future (Dabney, 1990); and
6. Follow-up Study of Non-traditional Students: Women in Technical Training and Occupations (McCullough & Tuttle, 1988).

The hearing cited was, Building Barriers: Discrimination in New York City's Construction Trades (New York City Commission on Human Rights, 1993).

Most of the research finds that women have difficulty on the job and in the classroom. They have problems assimilating as a valued part of the traditionally male workforce and are isolated by being the only, or one of the few, females on a construction site or in a classroom. Assimilation difficulties were aggravated by family problems, especially childcare. Even with these difficulties, the women seem to find satisfaction in building something with their own hands, as well as a real commitment to earning a pay check that pays the bills.

The most recent research culminated in a report entitled Breaking New Ground: Worksite 2000. This research was gathered via three means: a written survey, telephone interviews, and focus groups. All three parts were conducted in the Chicago area by LeBreton and Loevy in 1992. In this study, 182 women completed a written survey questionnaire. Three focus groups were organized based on how long women had been in the trades and whether the respondents were present or former tradeswomen. Lastly, in-depth phone interviews were conducted with women who had left the trades.

"The problems made clear through the surveys, focus groups and interviews--sexual harassment, sexist attitudes, difficulty finding work, inequitable training, poor hygiene facilities, racism, isolation and unsafe conditions--are appalling" (LeBreton & Loevy, 1992, p. 23). The research also describes the tradeswomens' experiences with discrimination in hiring, layoffs, training, and treatment. Lebreton and Loevy (1992), found that "when someone in authority has a commitment to equitable treatment of women, conditions change . . . equitable treatment of women now means good business" (p. 5).

In California, Suafai (1992) chaired a survey committee for the State Division of Apprenticeship Standards. This study employed two separate survey groups, one consisting of tradeswomen and a second consisting of apprenticeship program sponsors. There were 143 tradeswomen who responded to this extensive study. Respondents represented fourteen trades and five ethnic groups. The tradeswomen portion of this survey "indicates that the primary reasons for women leaving the trades are lack of work and sexual harassment . . . . Pervasive throughout the women's survey are comments regarding these two issues" (Suafai, 1992, p. 7).

There were twelve program sponsors who responded to the survey. These twelve sponsors represented nine trades. Three of these trades employed no women. Results of the program sponsors' portion of the survey found that the lack of work, lack of child care, and the physical demands of the job were reasons women left the trade.

In Massachusetts, McGraw (1991) researched women who completed the "Women in Machining" program. This research was conducted through written survey responses from forty-one women and follow-up interviews were with twenty women respondents. Of the twenty interviewees, eight were women of color. The study found that:

> The barriers to entering the trades are numerous. An increased understanding of these barriers and their social context is essential if gains are to be made. But this alone will not suffice. The dominant ideology that women do not belong in certain jobs must be challenged by progressive funders, training providers, industry leaders and trade unions for real progress to be made.
>
> Funders have a responsibility to ensure that the training they are funding prepares women for the trades in the broadest sense. Training programs need to take responsibility for working to provide long term success for these women. Employers have the responsibility to create a work environment that does not include harassment and discrimination, and does provide equal access to jobs and careers within the industry. (p. 23)

In Wisconsin, Tully and Wacker (1989) conducted a study of 212 women working in nontraditional jobs. The occupations ranged from construction worker to dairy herdswomen. The study concluded that:

> Because of the way women are socialized they can be at a disadvantage in not knowing how to use their bodies for strength. But in spite of their fears of not being able to handle the physical demands of the job, most of the women found that they could develop creative solutions to compensate for their lack of strength.

> But the women also reported that they had to contend with a high level of harassment and hostility. Two things that contributed to a negative work environment for the respondents were the facts that they were often the only women on the job, and they were not taken seriously by their male co-workers . . . . It is very apparent that a major barrier young women face is their lack of awareness of nontraditional job opportunities. (p. 27)

A study was completed on the recruitment of women and minorities by the Electrical Training Trust in a large urban county. This six month project had three parts: Researching the current recruitment methods, developing strategies and tactics to increase the recruitment of women and minorities, and implementing a pilot test of these ideas. The total number of applications were increased by 59%, applications by women increased 21%, and applications from minorities increased by 47%. Dabney (1990) found:

> The Trade Unions organizing efforts must include an expansion of both tactics and strategy. Unions must reorient themselves to a bottom-up rather than top-down structure, building, reeducating and reenforcing the ranks of workers. A concerted effort to develop new and different ways to invigorate the labor movement must be implemented. Along with organizing the unorganized, skilled trades must embrace the future by specifically targeting women and minorities for training and membership. (p. 10)

McCullough and Tuttle (1988) completed a follow-up study of women who completed a nontraditional job training program. Of the ninety-six women in their study, 93% of the women who entered the trades were found to have had an increased income. McCullough and Tuttle concluded:

> This [sic] data accentuates the importance of providing women in vocational education with a full range of services. Counseling, job information, test preparation, and job placement are essential components for a successful program. However, these services cannot stand alone; they must be offered in conjunction with a quality technical program. As indicated by student response, quality technical training, a full range of support services and a supportive environment, when provided together, can significantly increase the opportunities for women to succeed in vocational training and in technical employment. (p. 14)

In May, 1993, the California Division of Apprenticeship Standards held two public hearings, one in San Francisco and the second in Los Angeles. The topic under consideration was the identification of methods for improving the participation of women in the building and construction trades apprenticeship programs. Statewide, thirty-five people testified. Of these, twenty-nine were tradeswomen. California Division of Apprenticeship Standards Chief, Gail Jesswine, outlined the history and purpose of these hearings:

> Just a little reminder of where we are and how we got here. About two years ago, the California Apprenticeship Council recognized the problem that women--and the women participation in the apprenticeship programs in the construction industry. We have approximately--have gotten as high as almost 12 percent in all our apprenticeship programs across the state during a year or two ago. And this covers all occupations, and there are some occupations, where there's more women in them than there are men, and that brings the average up. But historically, women in construction, for some reason--and maybe we can find out that today--has remained right around 5 percent. I think, in our last figures, it was like 5-1/2 percent of some 25,000 apprentices that are registered apprentices in the construction industry. We're looking at only like 1,200, 1,300 women . . . .

> But last October the joint committee presented its recommendations to the California Apprenticeship Council. And one of the main, overall recommendations that came out of this was to hold public--the Council should hold public hearings throughout the state on the subject. And the purpose of--to hold these hearings was to actually become--so the Council would become more informed on the problems that women face in apprenticeship programs, and the problems that program sponsors face in the integration of women in their apprenticeship programs; and also, to be better informed on the employer or contractor's concerns about employing women; and fourthly, to receive input from the women facing those barriers, to improve the apprenticeship system so that it can be more responsive to the needs of all apprenticeship, not--all apprentices, not only just women. (pp. 6-8)

The California Apprenticeship Council is still in the process of reviewing all the testimony. The eventual plan calls for the development of solutions to overcome the barriers faced by women and to implement policy changes to aid contractors, training programs, and women.

The New York City Commission on Human Rights (1993) conducted extensive hearings on, ". . . a critical area of human rights abuse in New York City--race, ethnic, and gender discrimination and harassment in New York City's construction industry" (p. 1). There were a series of fourteen hearings conducted from March, 1990 through November, 1992. As reported by the Commission:

> The hearings produced testimony from workers, union and contractor representatives, workers advocates, and public officials regarding the extent of discrimination in the skilled construction trades. More than 80 workers testified, representing more than a dozen trades. The picture that emerged from the hearings is very disturbing.

> Women and people of color testified that their attempts to obtain apprenticeships and find work were thwarted by unions and contractors alike. They complained that when working, they face negative conditions to which white males are not subject. Statistics gathered for this report reflect, in many cases, a failure by unions to recruit and retain these groups, although in a few instances some forward movement has been seen. Finally, due to lack of resources and/or political will, government agencies have neither enforced compliance with affirmative action goals nor pursued more progressive or creative remedies. (p. 3)

This report concluded with twelve recommendations for change based on the testimony presented during the hearings. Most are suggestions focusing on more effective and vigorous compliance of the already existing laws. Interestingly, recommendation nine deals specifically with women and people of color. This recommendation, in part, stressed that:

> The high attrition rate of women and people of color in the construction trades must be addressed by unions through more effective membership assistance programs. Construction unions should provide all members with a minimum set of services which meet basic work-related needs. Unions should conduct a needs assessment of their membership to determine if more effective intervention can address personal problems which contribute to members dropping out of apprenticeship programs. (New York City Commission on Human Rights, 1993, p. 44)

Many officials in government are "discovering" the apprenticeship system. The non-college bound youth must have opportunities. President of the United States, Bill Clinton (1991), when he was Governor of Arkansas, stated:

> It is important that every community in every state develop more school-to-work programs. The best alternative is to craft an American version of

> European apprenticeships--not necessarily just like the German system, but one that blends vocational and academic education in high school, provides students meaningful work experience and continues their training after graduation. (pp. 22-23)

Chapter Summary

This chapter included a review of literature organized around three major themes: Apprenticeship training, women in nontraditional occupations, and experiences of women in the skilled trades. The history of apprenticeship programs and the current status was reviewed with statistics illustrating both the history and the current status.

In addition, prior research projects were selected for review. These are the most recent studies and represent a geographical range, as well as a focus on women in nontraditional occupations. Each covered an area of related research on women in nontraditional occupations, such as apprenticeship training of women construction workers and their working conditions, women on the construction site, and women in nontraditional vocational education settings.

The available literature did not address the difference in experiences on the job and in the classroom of white women and women of color in any specific trade.

CHAPTER 3

DESIGN OF THE STUDY

This chapter contains a description of the method and procedures used to conduct this study. The study was conducted to determine the effect of ethnic background on the training and job experiences of female union electricians. The procedures followed in the conduct of this study are described in the remainder of this chapter.

Bell (1987) stated:

> [W]hatever method of information gathering is selected the aim is to obtain answers to the same questions from a large number of individuals to enable the researcher not only to describe but also to compare, to relate one characteristic to another and to demonstrate that certain features exist in certain categories. (pp. 8-9)

Type of Study

The descriptive research method was used in this study. Descriptive research is concerned with events occurring at a particular time with a selected population.

> Descriptive research involves collecting data in order to test hypotheses or to answer questions concerning the current status on the subject of the study. A descriptive study determines and reports the way things are . . . . Typical descriptive studies are concerned with the assessment of attitudes, opinions, demographic information, conditions, and procedures. Descriptive data are

> usually collected through a questionnaire survey, interviews, or observation. Just as the historical researcher has no control over what was, the descriptive researcher has no control over what is, and can only measure what already exists. (Gay, 1992, pp. 217-218)

Women have only been admitted into skilled trade unions since the 1970s. Partially due to the uniqueness of this group, there is limited literature concerning their experiences. A mail survey was determined to be the most appropriate method of collecting data on their experiences. This method allowed collection of current data directly from a sample of the population.

The instrument used to gather data for this study was developed specifically for this research. Existing surveys on related subjects were reviewed for possible adaptation in this study; however, none were found that adequately addressed the issues considered for this study.

Procedures

A review of the literature relevant to nontraditional employment for women, unions, apprenticeship, and women workers was completed to examine the issues. Special emphasis was put on apprenticeship training and experiences of women in the skilled trades. The preliminary problem statement, objectives, and research questions were developed. Later, they were refined as a result of reviews of women's issues identified in technical and professional journals, a review of other surveys completed on women in nontraditional jobs, interviews with tradeswomen advocates, women labor leaders, and women working in nontraditional jobs.

The refinement of the research question was partially based on discussions with both women and men representatives from the following: National Tradeswomen's Summit in April of 1994, Tradeswomen, Incorporated, Century Freeway Women's Employment Program, California Apprenticeship Council, Women in Non Traditional Employment Roles (WINTER), Electric Women, Southern California Tradeswomen Network, US Department of Labor Women's Bureau, Joint Apprenticeship Training Committee coordinators, and the California Division of Apprenticeship Standards staff and committee members, as well as other tradeswomen organizations.

Personal experience as an electrician, several individual interviews with other women electricians, and observation of local, state, and national meetings of women in nontraditional occupations were also a part of the final development of the research questions.

Surveys are the most widely used technique in education and the behavioral sciences for the collection of data (Isaac & Michael, 1981, p. 128). A draft mail survey was then developed, pilot tested, and reviewed by a panel of experts for both content and construct validity. There were seven members of this group who were women electricians from different geographic areas of the United States who were not part of the survey group. The other members of the group were scholars, women who work in the trades, and a labor activist. A list of the survey reviewers and a description of their backgrounds can be found in Appendix E.

The comments and suggestions made by the reviewers were taken into consideration when the final survey was developed. The following ten suggestions were incorporated into the final survey. Their main comments were:

1. Some of the questions were ambiguous.
2. Some of the questions were unclear.
3. Limit the number of answers asked for on the open ended questions.
4. Describe the ethnic/racial categories with examples.
5. Keep the survey to three or four pages.
6. Eliminate ranking of items.
7. Eliminate "no answer" from response choices.
8. Give a description of what each response means (such as, strongly agree means this is almost always true).
9. Eliminate all questions that do not directly relate to the research questions.
10. Define your terms, such as sexual harassment.

Population and Sample

Respondents were contacted through the National Joint Apprenticeship Training Committee of the electricians unions. Officials of the National Joint Apprenticeship Training Committee (NJATC) reviewed the survey questionnaire. After minor changes, they offered to distribute the survey packet to selected local training programs. The programs were selected by the National Training Director, A. J. Pearson. In a memorandum dated May 3, 1995, he stated:

> To identify a reasonable number of JATCs that would participate to provide a realistic sample of women from across the states, the NJATC selected one-hundred and three (103) JATCs. The one-hundred and three programs were selected based on the fact that they employed someone in the capacity of Training Director or Office Secretary who could be responsible for overseeing this effort at the local level. Further, we made sure that we covered all regions of the country. The NJATC mailed a draft of the survey with a cover letter asking the programs to participate in the study. We anticipated that some fifty percent would respond. We anticipated such a low response for the NJATC has conducted several industry-wide surveys over the past year and frankly, JATCs were growing quite concerned about all the surveys. However, seventy-two (72) of the one-hundred and three (103) programs said they would participate in this important effort. The survey mailed to the programs asked that they provide us with the number of women they would provide the survey to. (A. J. Pearson, personal communication, May 3, 1995)

Having access to these sources represents the population of women electricians in unions.

The survey, the cover letter, the consent form, and a letter from NJATC Executive Director were mailed to each of the 103 training directors. The letter from the NJATC (Appendix F) requested each director to review the survey and to participate in the research. Each training director who agreed to participate was mailed the requested number of survey packets. Each survey packet contained a survey, consent form, and the cover letter. It also contained two stamped self-addressed envelopes, one for the consent form and one for the survey. Both the completed survey and the signed consent form were mailed directly to Occupational Studies Department at California State University, Long Beach. The total number of surveys mailed to the training directors was 1,322. Each training director was responsible for distributing them.

The Joint Apprenticeship Training Committees only have official information on women currently enrolled in the apprenticeship programs. Women who have completed their apprenticeship (journeyed out) are no longer registered with the apprenticeship programs on the local, state, or national level. However, often these journeylevel women are known or have contact with the local Joint Apprenticeship Training Committees through teaching in the apprenticeship programs, taking journeylevel skill development classes, or simply because women are so few in numbers they are very visible.

The international office of the International Brotherhood of Electrical Workers (IBEW) was contacted to request access to the journeylevel women members. They were unable to help because they keep no records of membership based on race, ethnic group, or gender. Local unions were also contacted for access to the journeylevel women. The local unions protect the privacy of their membership by adopting a policy of not releasing information to anyone for any reason.

Since union locals and Joint Apprenticeship Training Committees are under pressure from government agencies to recruit and retain more women, they were reluctant to participate in independent research because they do not have any control over the responses of the women. After the initial request by the NJATC to participate in the research, several training programs called to request further information. They were concerned that the results of the research could be used in some form of legal action against the local training programs.

A letter from the researcher was drafted which explained that this research was intended for academic purposes only. This letter has been kept on file at the NJATC and another letter was sent by the NJATC describing the letter and again asking for participation in the research.

Administration

The final draft of the opinionnaire consisted of thirty-eight items. The two final items were open-ended and the last line welcomed additional comments. The other thirty-six items employed a Likert-type scale for responses. A copy of the survey opinionnaire and the informed consent form can be found in Appendix G.

The suggested changes made by the panel of experts were essential in developing the final version of this survey. Each of the reviewers brought a unique perspective to the study. Their occupations, areas of expertise, and geographic locations gave needed insight to the final development of the survey.

The thesis review committee reviewed the survey and made modifications to wording and structure. A final version was then sent to the Office of University Research, California State University, Long Beach. The survey was reviewed on the basis of the protection on human subjects procedures and was approved with minor modifications. A final survey form was printed by a union printer and the complete survey packets were prepared for distribution.

There were 1,333 opinionnaires mailed to local training program directors. These were distributed by the local offices either by mail, handed personally to the women, or passed out in the classroom. There were 491 surveys returned, of these 64 were from women of color.

Treatment of the Data

The opinionnaire contained three types of statements. First were the items using a Likert-type scale for responses. The statements with responses of "strongly agree," "agree," "disagree," and "strongly agree" were assigned a numerical value one to four. Second were items requiring responses of "frequently," "occasionally," or "never" also were assigned numerical values. The values assigned were: frequently--3, occasionally--2, and never--1. Finally, there were two open-ended statements. The open-ended statements were organized into discrete categories, when possible, and then analyzed.

A neutral response for the two types of multiple choice items ("no" answer or "don't know") were determined to be inappropriate for this type of survey. The respondents were forced to choose a position, by not having the opportunity to make a neutral choice.

Response data were organized for analysis purposes to apply both descriptive and inferential statistical methods. Descriptive statistics included the frequency counts of responses for each Likert-type item. Mean (M), Standard Deviation (SD), and standard error or the mean were computed for each item. For those items in which respondents reported the frequency of "never," response frequencies were also reported.

In order to examine the differences in attitudes based on racial or ethnic background, bi-variate analysis was conducted. A _t_-test of independent groups was used to determine whether significant differences existed.

Chapter Summary

The descriptive method of research and inferential statistics were used for this study. A literature review was completed and a survey was mailed to a sample population of union women electricians. The opinionnaire was designed through examination of previously developed instruments, interviews with members of the apprenticeship and tradeswomen's community, and a pilot test for content and construct validity. The revised instrument was then sent to a sample of union women elec-tricians. The resulting data were analyzed using a statistical computer program and the open-ended questions were divided into discreet categories to code and analyze answers.

CHAPTER 4

PRESENTATION AND ANALYSIS OF DATA

The purpose of this study was to compare and contrast the similarities and differences of on-the-job and in-the-classroom of union women electricians from diverse ethnic and racial backgrounds in the United States. This chapter presents analysis of data obtained from the instrument administered in the month of March, 1995. Responses were accepted until June 1, 1995. The chapter is divided into six sections. Section one contains the overview of response data. Section two reports demographic data. Section three reports the experiences of the respondents in the areas of job and training. Section four describes respondent experiences in relation to support systems. Section five discusses sexual harassment and the sixth section reports representative examples of qualitative descriptions of experiences--both positive and negative.

Overview of Responses

The data were analyzed for descriptive and inferential purposes. Quantitative data represents the bulk of the opinionnaire. A probability level of .05 was used to determine significance. In a discussion on educational research, Gay (1992) stated, "The level of significance, or probability level, selected determines how large the difference between the means must be in order to be declared significantly different. The most commonly used probability level (symbolized as ∂) is the .05 level" (p. 430). The two final items on the survey, numbers 37 and 38, asked for written responses. Additional comments are available in the written responses some respondents made to specific questions or general comments added in the form of extra sheets, enclosures of material or through the blank spaces on the opinionnaire to further describe their experiences.

The survey opinionnaire contained 38 items. Items 1 through 31 used a Likert-type scale for responses and numbers 32, 33, 34, 35 ask demographic data. The final two statements, numbers 37 and 38, were open-ended, offering the respondents an opportunity to describe both positive and negative experiences. An unedited reporting of all the written comments to the statements in numbers 37 and 38 is included in Appendices H, I, J, and K.

Many of the women of color and white women wrote descriptions of their experiences. The responses to item number 37, which asks for examples of hostility, are reported in Appendix H. Item 38 asks for examples of support and these comments are in Appendix I. Additional comments are reported in Appendix J. Some of the women responded to specific opinion statements on the opinionnaire which are reported in numerical order in Appendix K.

As shown in Table 1, the demographic items defined the number of years in the electrical trade (32), the most current job (33), the ethnic/racial background (34), and finally sexual orientation (35). Job and training experiences included items on job assignments (1), job opportunities of white women and women of color (2) equality of treatment (3, 4, 9), coworkers acceptance (5), training (6), and hiring (7, 8). Other job and training items covered possible career obstacles: lack of work (18), physical problems (20), inadequate job facilities (22), safety (23), training (24), and lay-offs (29, 30, 31). Eight statements were about support systems: men of color support (10), child care (17), transportation (19), isolation (21), family/friends (26), coworkers (27), and support groups (28, 36). Examples of sexual harassment were in seven item numbers: 11, 12, 13, 14, 15, 16, 25. Descriptions of negative experiences were reported in Item 37 and positive examples were in Item 38.

The National Joint Electrical Apprenticeship Committee mailed 1,322 opinionnaires to selected member training programs in 36 states that agreed to be a part of this study. There were 491 surveys returned for a 37%

Table 1

Grouping of Instrument Questions by Topic Category

Topic	Instrument item
Demographic data	32, 33, 34, 35
Job and training experiences	1, 2, 3, 4, 5, 6, 7, 8, 9, 18, 20, 22, 23, 24, 29, 30, 31
Support systems	10, 17, 19, 21, 26, 27, 28, 36
Sexual Harassment	11, 12, 13, 14, 15, 16, 25
Qualitative descriptions of experiences	37, 38

response rate. Of the respondents, 427 were white women and 64 were women of color.

There is no way to determine whether a systematic distribution of survey opinionnaires was carried out since each training program determined who to include in its mailing. The most commonly used distribution methods were mailing directly to the respondent or passing out the survey in apprenticeship class. Other methods used for distribution included one respondent who made copies of her survey to distribute on her own and one training program mailed out surveys and used the researcher as the return address. Of these surveys, 15 were returned as undeliverable by the US Postal Service.

To provide a general indication of the geographic distribution of the responses, the ten federal regions used by the US Department of Labor were used to group the data. The number and percentage of responses from each geographic region are shown in Table 2. These regions are large enough that it would be nearly impossible to identify the specific training programs. In addition, this method of grouping insures that the respondents remain anonymous.

The postmark of the returned envelopes was used to determine respondents' regional affiliation. Surveys were sent to training programs in thirty-six states. Electricians often travel great distances to their work or commute to adjoining states. This could explain why the returned opinionnaires came from thirty-seven states.

Figure 1 is a US map which displays the ten regions of the geographic distribution of the responses. Region 1 includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont. Region 2 has New Jersey, New York, Puerto Rico, and the Virgin Islands. Region 3 has the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia. The region of the South is Region 4 and contains Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. Region 5 is Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. Region 6 is

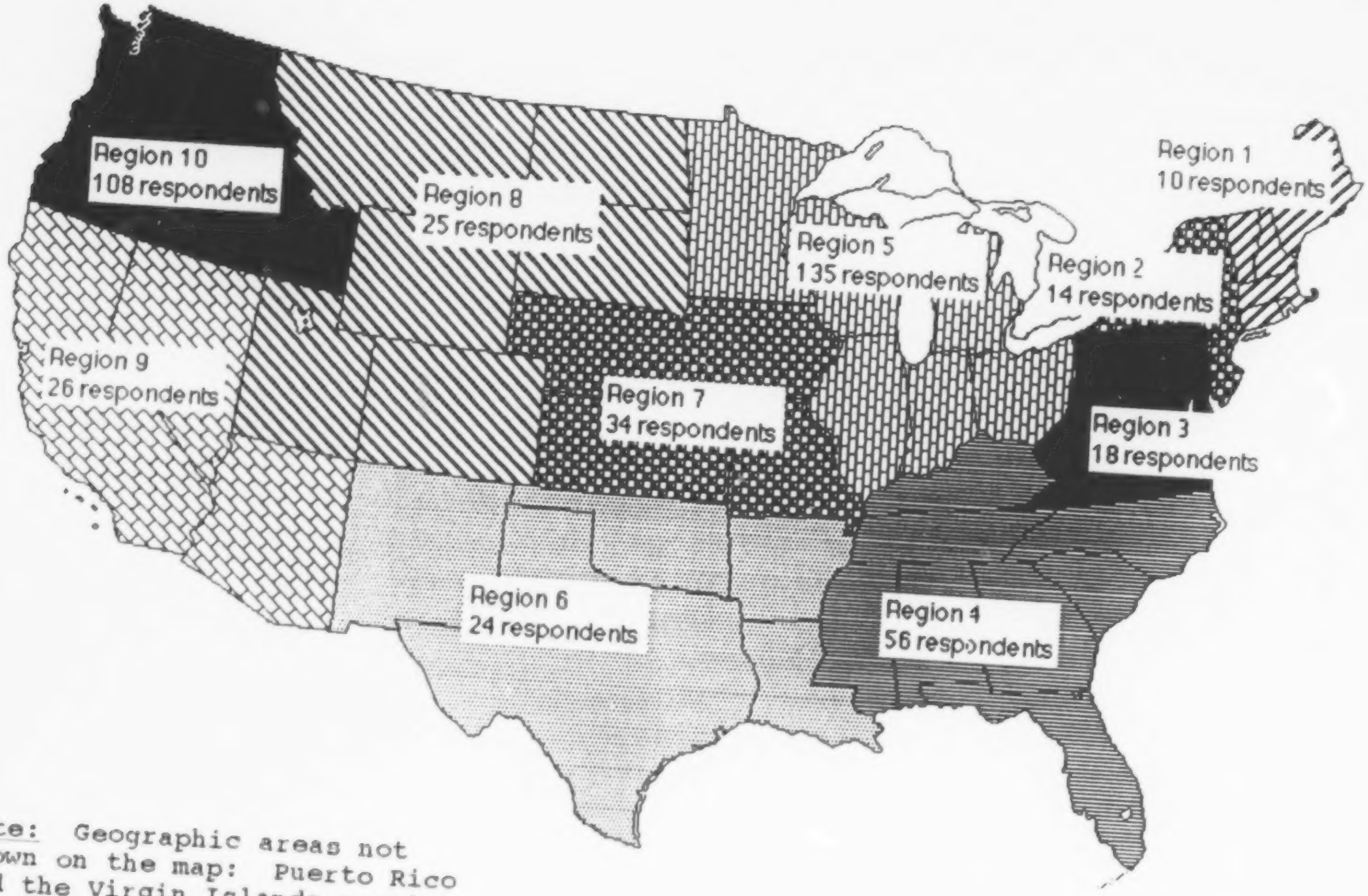
Table 2

Response by Federal Region

Federal region	Opinionnaires sent	Responses received #	%
1	28	10	36
2	48	14	29
3	88	18	20
4	173	56	32
5	343	135	39
6	80	24	30
7	86	34	40
8	62	25	40
9	68	26	38
10	346	108	31
Unknown	---	41	
Total	1322	491	

comprised of Arkansas, Louisiana, New Mexico, Oklahoma, and Texas. Four states are in Region 7: Iowa, Kansas, Missouri, and Nebraska. Region 8 is comprised of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. Region 9 contains Arizona, California, Hawaii, Guam, and Nevada. The last, Region 10, represents Alaska, Idaho, Oregon, and Washington.

Figure 1. US Map #2 from Mac The Knife™/A Macintosh™ Clip-Art Treasury © 1984 Miles Computing, Inc.



Note: Geographic areas not shown on the map: Puerto Rico and the Virgin Islands are in Region 2; Guam and Hawaii are in Region 9, and Alaska is in Region 10.

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The US Department of Labor, Bureau of Labor Statistics (1994c) reported that there were 7,326 women electricians in the United States. This number includes both union and non-union. The US Department of Labor Women's Bureau (1994) found that there were 17 million workers in unions, representing 16% of the total work force. Surveys were sent to 1,322 women through their union training programs and this number was greater than 16% (1,172) of the total number of women electricians. This may indicate that most women electricians were members of unions.

Demographic Data

The largest group of women respondents have worked 6 to 10 years in the trade (*n* = 161) and an additional 130 have worked 11 or more years. As shown in Table 3, apprentices represented 40.5% of the sample. In 1991, the US Department of Labor, Bureau of Apprenticeship and Training, identified 1,523 women apprentice electricians. There was no category for women of color, but all minorities numbered 5,088. There were 207 women apprentices in this survey.

Table 4 shows responses to survey Item 32. Respondents' most recent jobs ranged from newly indentured apprentice to union contractor. One woman stated, "president and 100% female owner of x Electric." The

Table 3

Years in Electrical Trade

	Both		White women		Women of color	
	#	%	#	%	#	%
Less than 1	39	7.98	32	82.05	7	17.95
1-5	159	32.52	141	88.68	18	11.32
6-10	161	32.92	142	88.20	19	11.80
11-15	85	17.38	72	84.71	13	15.29
16+	44	9.00	39	86.67	6	13.33

Table 4

Job in Electrical Trade

	Both		White women		Women of color	
	#	%	#	%	#	%
Apprentice	207	42.33	180	32.35	27	42.19
Journeylevel	217	44.38	183	43.06	34	86.96
Foreman	35	7.16	34	8.00	1	1.56
General foreman	4	.82	3	.71	1	1.56
Supervisor	2	.41	2	.47	0	0
Administrator	3	.61	3	.71	0	0
Other	21	4.29	20	4.71	1	1.56
Total	489	100.00	425	100.00	64	100.00

majority, 57.47%, were journeylevel or above. Just over 13% (n = 65) identified their job as something else, in addition to being journeylevel, such as inspector, general foreman, and contractor.

Table 5 shows responses to survey Item 23 regarding race/ethnic background of the women respondents. Responses showed women of color represented 13.04% of the total. White women represented 86.97% (n = 427) of the total respondents. A few women further defined their ethnic heritage by stating Italian, Creole, or Greek.

Table 5

Race/Ethnic Background

	#	%
African-American	32	6.52
Latin American	15	3.05
Asian	7	1.43
Native American	10	2.04
White	427	86.97
Total	491	100.00

The responses to survey Item 34, sexual orientation, showed 396 women stated they were heterosexual. As shown in Table 6, this represented 83.40 (n = 397) of the total responses to this question. Lesbians represented 12.82%

Table 6

Sexual Orientation

	Total		White women		Women of color	
	#	%	#	%	#	%
Heterosexual	397	83.40	345	83.74	52	81.25
Bisexual	18	3.78	14	3.40	4	6.25
Lesbian	61	12.82	53	12.86	8	12.50
Total	476	100.00	412	100.00	64	100.00

(n = 61) of the total and bisexuals were 3.78% (n = 18). Several women commented that their sexual orientation did not matter or stated "who cares." One woman stated, "never would reveal this [that she is a Lesbian] on the job." Another woman who quit the trade after thirteen years stated, "I was married twenty years, the entire time I was in the trade, now in a relationship with a woman two years. Doubt I'll go back to men or construction."

Job and Training Experiences

The mean score was compiled from thirty-one items from the opinionnaire, with the highest mean at the top. In this rank ordering of means, women of color and white women agreed that their working partner accepted them and they received job assignments based on their abilities. Both groups also rank ordered the last five items the same. These items were the least important, or were considered the least significant obstacles or barriers to their careers. They included being questioned about sexual orientation, physical/health problems, unwelcome touches, lack of support from family/friends, and finally, lack of transportation.

Table 7 shows the rank order mean values of the responses from the women of color. The women of color felt most strongly that they were treated less than equal because of their sex. All three items about discrimination due to race or ethnic background ranked in the top ten. These were: "Treated less than equal because of race; contractors did not want to hire because of race; and men of same race were more supportive than men outside of race." They also considered inadequate toilet and washroom facilities as an all too frequent problem on the job.

White women agreed that both groups of women were treated equal and had the same opportunities. These items were ranked as third and fourth. Two items in the top ten described types of sexual harassment, pictures of nude or partially dressed women, and unwelcome sexual remarks. The rank order mean values of responses of the white women are shown in Table 8.

The first statement on the survey opinionnaire states: "I receive job assignments based on my ability."

Table 7

Rank Order Mean Values of Responses for Women of Color

Item number	Item description	Mean
3	Treated less than equal on the job because of my sex	2.891
5	Tool partners have little or no trouble accepting me	2.719
22	Inadequate toilet and washroom facilities	2.557
1	Receive job assignments based on my ability	2.484
4	Treated less than equal on the job because of my race	2.452
7	Contractors do not want to hire me because of my sex	2.435
2	Women of color same opportunities as white women	2.288
8	Contractors do not want to hire me because of my race	2.258
9	Women of color treated same as white women on the job	2.323
10	Men of my race more supportive than men outside my race	2.311
21	Isolation of being the only woman on the job	2.311
12	Unwelcome sexual remarks	2.180
6	Job training same as men receive	2.172
11	I am often thought of as a lesbian	2.113
13	Pictures of nude or partially dressed women	2.016
18	Lack of work	1.984
24	Lack of adequate quality training	1.984
28	Not having access to a support group	1.933
17	Child care	1.923
23	Unsafe working conditions	1.918
27	Lack of support from coworkers	1.902
29	Being laid off before men who were not working as hard	1.833
31	Being laid off before men who had less skills	1.776
25	Sexual harassment	1.750
30	Being laid off before men who had less seniority	1.746
15	Being sexually propositioned	1.650
16	Being questioned about sexual orientation	1.574
20	Physical/health problems	1.508
14	Unwelcome touch	1.443
26	Lack of support from family/friends	1.361
19	Lack of transportation	1.233

Table 8

Rank Order Mean Values of Responses for White Women

Item number	Item description	Mean
5	Tool partners have little or no trouble accepting me	3.055
1	Receive job assignments based on my ability	2.885
2	Women of color same opportunities as white women	2.764
9	Women of color treated same as white women on the job	2.699
6	Job training same as men receive	2.663
3	Treated less than equal on the job because of my sex	2.140
22	Inadequate toilet and washroom facilities	2.278
7	Contractors do not want to hire me because of my sex	2.140
13	Pictures of nude or partially dressed women	2.074
12	Unwelcome sexual remarks	2.036
11	I am often thought of as a lesbian	2.012
17	Child care	1.991
21	Isolation of being the only woman on the job	1.978
10	Men of my race more supportive than men outside my race	1.937
23	Unsafe working conditions	1.855
27	Lack of support from coworkers	1.781
25	Sexual harassment	1.773
24	Lack of adequate quality training	1.742
18	Lack of work	1.725
4	Treated less than equal on the job because of my race	1.713
29	Being laid off before men who were not working as hard	1.653
8	Contractors do not want to hire me because of my race	1.661
15	Being sexually propositioned	1.664
31	Being laid off before men who had less skills	1.634
28	Not having access to a support group	1.621
30	Being laid off before men who had less seniority	1.568
16	Being questioned about sexual orientation	1.487
20	Physical/health problems	1.453
14	Unwelcome touch	1.442
26	Lack of support from family/friends	1.284
19	Lack of transportation	1.080

As shown in Table 9, a large majority of women, 73.85% (n = 353), either agreed or strongly agreed that this statement was true. The mean of white women was 2.86 and for women of color was 2.48. Both groups ranked this item in the top five, but there is a statistically significant difference (.001) in the experience of white women and women of color.

Table 9

Job Assignments Based on Ability

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	68	14.23	5	8.06	63	15.14
Agree	285	59.62	29	46.77	256	61.54
Disagree	102	21.34	19	30.65	83	19.95
Strongly Disagree	23	4.81	9	14.52	14	3.37
Total	478	100.00	62	100.00	416	100.00
N =			62		416	
Mean			2.484		2.285	
Standard Deviation			.844		.688	
t-test	.001					

Responses to survey Item 2, which asked if women of color had the same promotional opportunities as white women are shown in Table 10. Women of color agreed or

Table 10

Promotional Opportunities for Women of Color

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	62	14.94	4	6.78	58	16.29
Agree	203	48.92	23	38.98	180	50.56
Disagree	112	26.99	18	30.51	94	26.40
Strongly Disagree	38	9.16	14	23.73	24	6.74
Total	415	100.00	59	100.00	356	100.00
_N_ =			59		356	
Mean			2.288		2.764	
Standard Deviation			.911		.802	
_t_-test	.000					

strongly agreed at 45.76% (_n_ = 27) that they do not have the same promotional opportunities as white women. Slightly over 66% (_n_ = 238) of white women agreed or strongly agreed with this statement. Many women commented that there were no women of color in their local or they had never worked with a woman of color. Some of the women of color had never seen a woman of their same race/ethnic background on the job in any trade.

Survey Item 3 stated, "I am treated less than equal on the job because of my sex." As shown in Table 11, more than twice the percentage of women of color (_n_ = 17,

Table 11

Unequal Job Treatment Based on Sex

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	65	13.43	17	26.56	48	11.43
Agree	156	32.23	26	40.63	130	30.95
Disagree	205	42.36	18	28.13	187	44.52
Strongly Disagree	58	11.98	3	4.69	55	13.10
Total	484	100.00	64	100.00	420	100.00
_N_ =			64		420	
Mean			2.891		2.407	
Standard Deviation			.857		.857	
_t_-test	.000					

26.56%) than white women (_n_ = 48, 11.43%) strongly agreed that they were treated less than equal because of their sex. A majority of white women (57.62%) strongly disagreed or disagreed that they were treated less than equal on the job (_n_ = 242). The _t_-test analysis results reported a statistically significant difference.

Table 12 shows responses to survey Item 4 which asked if they received unequal job treatment based on race/ ethnic background. Generally, white women found their job treatment not to be unequal because of their race or ethnic background (_n_ = 345, 91.75%). Women of color

Table 12

Unequal Job Treatment Based on Race/Ethnic Background

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	15	3.42	9	14.52	6	1.60
Agree	43	9.82	18	29.03	25	6.65
Disagree	227	51.83	27	43.55	200	53.19
Strongly Disagree	153	34.93	8	12.90	145	38.56
Total	484	100.00	62	100.00	376	100.00
N =			62		376	
Mean			2.452		1.713	
Standard Deviation			.899		.659	
t-test	.000					

responded with the exact opposite position, that treatment on the job was less than equal because of race or ethnic background (n = 27, 43.55%). It was interesting to note, however, that the majority of women of color (n = 35) disagreed or strongly disagreed (56.45%). When subjected to t-test analysis, statistical significance was reported.

Item 5 stated, "My tool partners have little or no trouble accepting me as a working partner." As shown in Table 13, both groups of women in the survey found acceptance by their tool partner (n = 390, 80.58%). More than

Table 13

Acceptance as a Working Partner

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	109	22.52	10	15.63	99	23.57
Agree	281	58.06	29	45.31	252	60.00
Disagree	84	17.36	22	34.38	62	14.76
Strongly Disagree	10	2.07	3	4.69	7	1.67
Total	484	100.00	64	100.00	376	100.00
N =			62		376	
Mean			2.719		3.055	
Standard Deviation			.786		.669	
t-test	.002					

twice as many women of color (n = 22) disagreed (34.38%) or strongly disagreed (n = 3, 4.69%) that their closest coworker readily accepted them. While 83.57% of white women (n = 351) thought their tool partners had little trouble accepting them, 60% agreed (n = 252) and 23.57% strongly agreed (n = 99). When subjected to a t-test analysis, significant statistical differences were found. One woman gave a poetic description of a tool partner:

> Happiness is:
>
> A tool partner who is truly interested in doing the job, not getting my phone number.

A tool partner who is on the other end of wire pull, not drinking coffee just then.

A tool partner who thinks about safety always and first.

A tool partner who doesn't even blink an eye at having a female tool partner and doesn't think it is a date.

A tool partner who always reminds you when it's time for coffee.

A tool partner who likes to share new ideas to make a better more efficient job.

Item 6 asked the respondents whether they received the same on-the-job training as men. Table 14 showed that women overall had a nearly equal percentage of strongly agree (n = 82, 16.98%) and strongly disagree (n = 79, 16.36%). The women of color, as a group, strongly disagreed (n = 20, 31.25%) and the white women strongly disagreed at 14.08% (n = 59). White women seemed to feel much more strongly that they received the same job training as men. The t-test analysis results detected statistically significant differences for this item.

The responses to Item 7 of the survey, which asked if there was inequality in hiring because of sex, are shown in Table 15. Both groups of women thought that contractors wanted to hire them regardless of their sex (n = 332, 69.90%). However, there was a statistically significant difference in the experience between the two groups of women. White women strongly agreed at just over 5% (5.33%, n = 22). Just over 16% of the women of color strongly agreed (n = 10, 16.13%).

Table 14

Equality with Men in On-the-Job Training

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	82	16.98	6	9.38	76	18.14
Agree	204	42.24	19	29.69	185	44.15
Disagree	118	24.43	19	29.69	99	23.63
Strongly Disagree	79	16.36	20	31.25	59	14.08
Total	483	100.00	64	100.00	419	100.00
_N_ =			64		419	
Mean			2.172		2.663	
Standard Deviation			.985		.993	
_t_-test	.000					

The responses to Item 8, which asked if inequality in hiring was because of race/ethnic background, are shown in Table 16. Women of color agreed or strongly agreed at 29.04% (_n_ = 18) that contractors do not want to hire them because of their race. However, the majority of women of color (_n_ = 44, 70.97%) did not think race/ethnic background was a barrier to contractors choice. White women did not find race/ethnic background to be a problem for them. One woman described her barriers as, "throwing racial slurs around freely where it seems I always have to

Table 15

Inequality in Hiring Because of Sex

	Both #	Both %	Women of color #	Women of color %	White women #	White women %
Strongly agree	32	6.74	10	16.13	22	5.33
Agree	111	23.37	14	22.58	97	23.49
Disagree	242	50.95	31	50.00	211	51.09
Strongly Disagree	90	18.95	7	11.29	83	20.10
Total	475	100.00	62	100.00	413	100.00
_N_ =			62		413	
Mean			2.435		2.140	
Standard Deviation			.898		.794	
_t_-test	.017					

raise the issue." The _t_-test results detected a statistically significant difference.

Table 17 shows the responses to Item 9 of the survey which asked if they believed women of color and white women were treated equally on the job. White women (_n_ = 222) agreed or strongly agreed in the sixtieth percentile (64.91%) that women of color were treated the same as white women.

Women of color, as a group, strongly disagreed (_n_ = 13) and disagreed (_n_ = 22) by 57.38%. There was a

Table 16

Inequality in Hiring Because of Race/Ethnic Background

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	12	2.78	7	11.29	5	1.36
Agree	27	6.26	11	17.74	16	4.34
Disagree	232	53.39	35	56.45	197	53.39
Strongly Disagree	160	37.12	9	14.52	151	40.92
Total	431	100.00	62	100.00	369	100.00
N =			62		369	
Mean			2.258		1.661	
Standard Deviation			.848		.627	
t-test	.000					

statistically significant difference between the opinions of white women and women of color whether they were treated equally on the job. When subjected to a t-test analysis, statistical significance was identified.

Sexual Harassment

The survey opinionnaire asked about sexual harassment in general, as well as specific terms. A small percentage of the women said they never had any problems on the job. These women, who described their experiences with sexual harassment as minimal, often noted that they knew other

Table 17

Women of Color and White Women Equality of Treatment on the Job

	Both		Women of color		White women	
	#	%	#	%	#	
Strongly agree	49	12.16	6	9.84	43	12.54
Agree	199	49.38	20	32.79	179	52.34
Disagree	116	28.78	22	36.07	94	27.49
Strongly Disagree	39	9.68	13	21.31	26	7.60
Total	403	100.00	61	100.00	342	100.00
N =			61		342	
Mean			2.311		2.699	
Standard Deviation			.923		.785	
t-test	.003					

women did have more difficulty within the area of sexual harassment and their minimal experiences were the exceptions.

The comments and specific notes written in relation to individual items most often expressed examples of sexual harassment in the form of a hostile work environment. The vast majority of the written comments were about sexual harassment. These ranged from milder forms of name-calling to the most extreme, rape or death threats on the job.

The form of sexual harassment experienced by women electricians most often came from peers. The men who were journeylevel and apprentices, who did the same job as the women, working side-by-side, were the people who perpetuated sexual harassment. These individuals did not usually have the power to lay off or fire the women.

Often, when notified of the problem, the supervisors and foremen on the job who have the power to lay off or fire, either did nothing, stalled, or did not take the women seriously. The most common reaction by management, when they did act, was to transfer the woman to another job or to another tool partner. This action meant there were no consequences for the perpetrator's act of sexual harassment.

The experiences of women of color and white women seemed to be very similar in terms of experiences of sexual harassment. Some of the comments were: "Women I knew in construction used to say one-half the struggle was the job, one-half was the men's attitudes." Other common statements were:

"Local brother grabbed me in my chest, as I had my hands up putting up a 2 by 4 fixture--punched him with elbow (I was up on a ladder--he came up behind me). Next day, I was coincidentally fired."

"I was touched on my rear end by a foreman. So I filed a grievance with the Local and the Executive Board said I was at fault and I was black-balled by the oldest electrical contractor in the city because I wouldn't drop the charges against the foreman."

"There have been times when being a female electrician hasn't always been an easy task. There have been times that men I work with just seem to have a grudge against women or a grudge against women in the work place."

Survey Item 11 was one of the most commented on by the respondents. As shown in Table 18, nearly three quarters of the white women (n = 295, 71.26%) strongly disagreed or disagreed with the statement, "As a woman electrician, I am often thought of as a lesbian." The women of color also strongly disagreed at 64.52% (n = 40). One woman expressed, "I've never thought of it, though I know gays of any type are despised."

Many of the 29.62% (n = 141) of the women who strongly agreed or agreed with the statement about being thought of as a lesbian, had comments. A woman, who happened to be heterosexual, described one of her experiences: "I lost jobs directly because someone started a rumor I was gay. I had men corner me on a rooftop and threaten to throw me off (pushing me within 3 feet of the edge) while saying 'dyke.'" One woman described how coworkers tried to determine her sexual orientation:

> They, my coworkers, are quick to find out my marital status. Probably, if I weren't married or had a child, I would be considered strongly as a lesbian.

Table 18

Thought of as a Lesbian

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	39	8.19	4	6.45	35	8.45
Agree	102	21.43	18	29.03	84	20.29
Disagree	167	35.08	21	33.87	146	35.27
Strongly Disagree	168	35.29	19	30.65	149	35.99
Total	476	100.00	62	100.00	414	100.00
N =			62		414	
Mean			2.113		2.012	
Standard Deviation			.925		.950	
t-test	.428					

> Especially since I'm often called "sir" when being addressed in public by unfamiliar people. Since I'm not typically a "feminine-type" person, narrow-minded people are terribly confused.

Another woman, in response to this item, stated, "I believe there are many misconceptions and prejudices about women in the trades." The t-test results reported no statistically significant difference in experience.

Item 12 on the survey asked the respondents if they had ever experienced unwelcome sexual remarks. Table 19 shows that unwelcome sexual remarks directed at the respondents appeared to be similar for both white women and women of color. The t-test analysis indicated there was no statistically significant differences for Item 12 on unwelcome sexual remarks. Over 60% (66.59%, n = 281) of the white women and the women of color (68.85%, n = 42) respondents reported unwelcome sexual remarks as occasionally a problem. Just over 24% (24.59%, n = 15) of the women of color were subject to unwelcome sexual remarks frequently. Over 18% (18.48%, n = 78) of white women respondents experience unwelcome sexual remarks.

Table 19

Experienced Unwelcome Sexual Remarks

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	93	19.25	15	24.59	78	18.48
Occasionally	323	66.87	42	68.85	281	66.59
Never	67	13.87	4	6.56	63	14.93
Total	483	100.00	61	100.00	422	100.00
N =			61		422	
Mean			2.180		2.036	
Standard Deviation			.533		.578	
t-test	.053					

Item 13 of the survey asked the respondents to answer whether they had experienced pictures of nude or partially dressed women on the job. As shown in Table 20, seeing pictures of nude or partially dressed women on the job or in training seemed to be similarly experienced by both white women and women of color. The t-test analysis indicated there was no statistically significant difference for Item 13. Over 85% of both the white women (85.47%, n = 359) and the women of color (88.52%, n = 54) saw pin-up photos frequently or occasionally. Only 14.14% (n = 68) of both groups of women respondents stated that they never experienced seeing pin-up photos.

Table 20

Experienced Pictures of Nude or Partially Dressed Women

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	100	20.79	8	13.11	92	21.90
Occasionally	313	65.07	46	75.41	267	63.57
Never	68	14.14	7	11.48	61	14.52
Total	481	100.00	61	100.00	420	100.00
N =			61		420	
Mean			2.016		2.074	
Standard Deviation			.500		.600	
t-test	.417					

Experiencing unwelcome touch on the job or in training seemed fairly uncommon for both white women and women of color. Table 21 exhibits the results of the responses to Item 14 on the survey. The t-test analysis indicated there was no statistically significant difference for this item. Unwelcome touch had never been experienced by 55.74% (n = 34) of the women of color and 57.92% (n = 245) of the white women. However, 44.26% (n = 27) of the women of color experienced unwelcome touch occasionally. Just under 40% (39.95%, n = 169) of white women also occasionally experienced unwelcome touch.

Table 21

Experienced Unwelcome Touch

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	9	1.86	0	0	9	2.13
Occasionally	196	40.50	27	44.26	169	39.95
Never	279	57.64	34	55.74	245	57.93
Total	484	100.00	61	100.00	423	100.00
N =			61		423	
Mean			1.443		1.442	
Standard Deviation			.501		.538	
t-test	.994					

Item 15 on the survey asked the respondents if they had experienced sexual propositioning. As shown in Table 22, sexual propositioning seemed to be similarly experienced by both white women and women of color. The t-test

Table 22

Experienced Sexual Propositioning

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	36	7.47	4	6.67	32	7.58
Occasionally	247	51.24	31	51.67	216	51.18
Never	199	41.29	25	41.67	174	41.23
Total	482	100.00	60	100.00	422	100.00
N =			60		422	
Mean			1.650		1.664	
Standard Deviation			.606		.613	
t-test	.872					

analysis indicates there was no statistically significant difference for Item 15. Over one-half of white women (51.18%, n = 216) and women of color (51.67%, n = 31) occasionally experienced sexual propositioning.

Item 16 on the survey dealt with whether the respondents had experienced questions about sexual orientation. As shown in Table 23, questions about sexual orientation seemed to be similarly experienced by both white women and women of color. The t-test analysis indicated there was no statistically significant difference for Item 16. The women of color were almost evenly split about being questioned about sexual orientation. There were 31 women

Table 23

Experienced Questions Abaout Sexual Orientation

	Both #	Both %	Women of color #	Women of color %	White women #	White women %
Frequently	32	6.61	5	8.20	27	6.38
Occasionally	177	36.57	25	40.98	152	35.93
Never	275	56.82	31	50.82	244	57.68
Total	484	100.00	61	100.00	423	100.00
N =			61		423	
Mean			1.574		1.487	
Standard Deviation			.644		.615	
t-test	.326					

of color (50.82%) who responded that this never happened, 25 (40.98%) occasionally, and 5 (8.20%) frequently. Over 30% of white women (35.93%, n = 152) occasionally experienced being questioned about sexual orientation.

Survey Item 25 asked respondents whether they had experienced sexual harassment. Generally, both groups of women respondents in this survey experienced sexual harassment. As shown in Table 24, the t-test analysis indicated there was no statistically significant difference for Item 25. White women (54.50%, n = 230) and women of color (51.67%, n = 31) experienced sexual harassment occasionally. Over 30% of the white women (34.12%, n =

Table 24

Experienced Sexual Harassment

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	55	11.41	7	11.67	48	11.37
Occasionally	261	54.15	31	51.67	230	54.50
Never	166	34.44	22	36.67	144	34.12
Total	482	100.00	60	100.00	422	100.00
N =			60		422	
Mean			1.750		1.773	
Standard Deviation			.654		.636	
t-test	.803					

144) and women of color (36.67%, n = 22) never experienced sexual harassment.

Support Systems

The data from this survey opinionnaire seemed to indicate that support systems for women electricians seemed to be an important part of survival in a nontraditional working environment. Many women have developed an intricate system of support. They often combine organized groups with support from friends and family members.

Most women seemed to have support from their families. A few found the union to be helpful. Many women mentioned individuals as key to their success in the trades. These individuals often were peers or journeymen on the job who mentored them. Other women had union representatives and training directors who intervened in difficult situations.

As shown in Table 25, there appeared to be no statistically significant difference between white women and women of color on most of the items related to

Table 25

Support by Men of Same Ethnic/Racial Background

	Both		Women of color		White women	
	#	%	#	%	#	%
Strongly agree	15	3.28	7	11.29	8	2.03
Agree	66	14.44	16	25.81	50	12.66
Disagree	275	60.18	29	46.77	246	62.28
Strongly Disagree	101	22.10	10	16.13	91	23.04
Total	457	100.00	62	100.00	395	100.00
N =			62		395	
Mean			2.323		1.937	
Standard Deviation			.883		.660	
t-test	.002					

support. Both white women and women of color thought that men outside of their race or ethnic group were more supportive than men who were of their same ethnic or racial background. Several white women made comments that men of color were more supportive than white men. One woman said, "I'm white--the black treat me better because they know about prejudice." Some women stated that had never worked with men of color. One women stated, "All are supportive, as long as I am serious about being an electrician."

Item 17 on the survey asked respondents whether they had experienced obstacles due to child care. As shown in Table 26, both white women (n = 112) and women of color (n = 20) found child care to be an obstacle occasionally. There was no statistically significant difference in child care experiences for the respondents in this survey. The other responses were evenly divided between child care being a problem frequently (n = 58) and never (n = 63) for both groups of women. Women who did not have children did not answer this item.

Item 18 on the survey asked the women if lack of work was an obstacle for them. Women made comments that lack of work was part of being an electrician. As one white woman said, "That's the ups and downs of the trades." As shown in Table 27, 51.05% (n = 243) found lack of work to be an obstacle occasionally. When subjected to a t-test

Table 26

Obstacles Due to Child Care

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	58	22.92	8	20.51	50	23.36
Occasionally	132	52.17	20	51.28	112	52.34
Never	63	24.90	11	28.21	52	24.30
Total	253	100.00	39	100.00	214	100.00
N =			39		214	
Mean			1.923		1.991	
Standard Deviation			.703		.692	
t-test	.582					

analysis, a statistically significant difference was reported.

The survey Item 19 covered obstacles due to lack of transportation. In Table 28, the results show that on this item for both groups of women, transportation was never an obstacle nearly 90% of the time. Women of color (n = 46) found transportation never to be problem at 76.67% of the time. For the white women, 95% had never had a problem with transportation. Lack of transportation, when subjected to a t-test analysis, detected a statistically significant difference in the results.

Table 27

Obstacles Due to Lack of Work

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	59	12.39	16	26.23	43	10.36
Occasionally	243	51.05	28	45.90	215	51.81
Never	174	36.55	17	27.87	157	37.83
Total	476	100.00	61	100.00	415	100.00
N =			61		415	
Mean			1.984		1.725	
Standard Deviation			.741		.638	
t-test	.012					

The survey Item 20 discussed the physical/health problems that may have been or were an obstacle to a career as an electrician. As shown in Table 29, a majority of the white women respondents (58.77%, n = 248) found health problems never to be an obstacle. More than one-half of the women of color (54.10%, n = 33) also found physical/ health problems never to be an obstacle. The t-test analysis reported a significant statistical difference.

Item 21 of the survey asked respondents whether they faced obstacles due to isolation of being the only woman on the job. Women of color seemed to find that the isolation of being the only woman on the job was more of a

Table 28

Obstacles Due to Lack of Transportation

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	1	.21	0	0	1	.24
Occasionally	46	9.52	14	23.33	32	7.57
Never	436	90.27	46	76.67	390	92.20
Total	436	100.00	60	100.00	423	100.00
N =			60		423	
Mean			1.233		1.080	
Standard Deviation			.427		.281	
t-test	.009					

barrier to their careers as electricians than white women. As shown in Table 30, nearly half (45.90%, n = 28) of the women of color said this was a problem faced frequently. When subjected to a t-test, a statistically significant difference was reported. One African-American woman stated:

> The building trades have been and still are a terrible occupational choice for most women. I have found the interpersonal relations between women, coworkers and management to be abusive and isolating. Many women have left and I feel I need to take steps right now to leave to keep my sanity and find a more dignified and positively challenging work life.

Women electricians found the lack of adequate facilities to be a basic right that was often ignored on

Table 29

Obstacles Due to Physical/Health Problems

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	20	4.14	3	4.92	17	4.03
Occasionally	182	37.68	25	40.98	157	37.20
Never	281	58.18	33	54.10	248	58.77
Total	483	100.00	61	100.00	422	100.00
N =			61		422	
Mean			1.508		1.453	
Standard Deviation			.595		.574	
t-test	.495					

the job site. Item 23 on the survey asked respondents whether they encountered inadequate toilet and washroom facilities. Table 31 showed that over 60% (n = 39) of the women of color encountered inadequate facilities frequently, as well as 40.38% of the white women (n = 170). When this item on lack of adequate facilities was subjected to a t-test, statistical significance was reported. One woman explained,

> I think one of the most negative aspects of the job is the washroom facilities. The port-o-johns are not emptied and cleaned enough. I have to bring in my own toilet paper, even when there is TP, it's usually dirty. I am on a commercial job and the construction office workers have a key to a flush toilet. Us regular construction workers have to share one flush

Table 30

Obstacles Due to Isolation of Being the Only Woman on the Job

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	163	34.17	28	45.90	135	32.45
Occasionally	161	33.75	24	39.34	137	32.93
Never	153	32.08	9	14.75	144	34.62
Total	477	100.00	61	100.00	416	100.00
N =			61		416	
Mean			2.311		1.987	
Standard Deviation			.720		.820	
t-test	.001					

> toilet among 350 of us. When I was walking by one of the women's toilets I noticed it was not locked so I proceeded inside. While I was using the toilet one of the office workers announced that I was not allowed to use it and waited for me outside the door. When the normal bathrooms are open our employers do not supply us with paper towels or toilet paper. Every other employee has these basic rights or conveniences. Another problem is that the bathrooms are not cleaned regularly, therefore, they tend to be a mess. We are human beings yet sometimes we are treated less than animal.

Another woman described her experience, "required to use toilet with limited sides and no ceiling or not work at job site."

Item 23 asked the women if they found unsafe working conditions to be a problem on the job. Table 32 shows

Table 31

Inadequate Toilet and Washroom Facilities

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	209	43.36	39	63.93	170	40.38
Occasionally	215	44.61	17	27.87	198	47.03
Never	58	12.03	5	8.20	53	12.59
Total	482	100.00	61	100.00	421	100.00
N =			61		421	
Mean			2.557		2.278	
Standard Deviation			.646		.673	
t-test	.002					

that over 70% (n = 338) of the women found unsafe working conditions to be an occasional problem on the job. There was a statistically significant difference in the experience of white women and women of color, with the latter appearing to face more unsafe working conditions. Both groups rated unsafe working conditions as a frequent or occasional obstacle over 78% of the time.

Item 24 of the survey asked respondent whether lack of adequate training was a barrier. As shown in Table 33, women of color found lack of adequate training to be a barrier to their careers as electricians frequently or occasionally 78.69% of the time (n = 48). This was

Table 32

Unsafe Working Conditions

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	39	8.09	6	9.84	33	7.84
Occasionally	388	70.12	44	72.13	294	69.83
Never	105	21.78	11	18.03	94	38.06
Total	482	100.00	61	100.00	421	100.00
_N_ =			61		421	
Mean			1.918		1.865	
Standard Deviation			.526		.530	
_t_-test	.386					

statistically different from the white women who found inadequate training to be a barrier 61.94% (_n_ = 262) of the time. Women of color seemed to have a more difficult time receiving quality training. One Latina described these barriers as "lack of opportunities to experience different aspects of electrical work during apprenticeship and journeyperson level, while male equals receive more."

Item 26 of the survey referred to support from family and friends. As Table 34 shows, it appeared that both women of color and white women had support from their family and friends. This seemed to be a common experience

Table 33

Lack of Adequate Training

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	64	13.22	12	19.67	52	12.29
Occasionally	246	50.83	36	59.02	210	49.65
Never	174	35.95	13	21.31	161	38.06
Total	484	100.00	61	100.00	423	100.00
N =			61		423	
Mean			1.984		1.742	
Standard Deviation			.645		.662	
t-test	.008					

for both groups. When subjected to a t-test analysis, no statistically significant difference was reported.

Item 27 of the survey asked respondents whether there was a lack of support from coworkers. As shown in Table 35, the majority of women (61%, n = 294) occasionally experienced lack of support from their coworkers. However, 22.95% (n = 14) of the women of color and 30.64% (n = 129) of the white women said lack of support from coworkers was never a problem. This seemed to indicate that the women receive a mixed reaction from their coworkers. There appeared to be little difference in receiving support from coworkers between the experiences

Table 34

Lack of Support From Friends/Family

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	14	2.89	2	3.28	12	2.84
Occasionally	114	23.55	18	29.51	96	22.70
Never	356	73.55	41	67.21	315	74.47
Total	484	100.00	61	100.00	423	100.00
N =			61		423	
Mean			1.361		1.284	
Standard Deviation			.549		.510	
t-test	.305					

of white women and women of color. One woman described her experience: "The biggest compliment I can receive, and what I strive for, is 'you're a good electrician, x [gave her name],' without that 'for a woman' clause at the end."

Item 27 on the survey dealt with access to support groups. Women of color seemed to indicate that access to support groups was important to their career development. As shown in Table 36, 35% of the women of color (n = 21) frequently found this to be an issue that blocked their development as electricians. Also, 23.33% (n = 14) of the women of color found this to be an occasional barrier.

Table 35

Lack of Support From Coworkers

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	45	9.34	8	13.11	37	8.79
Occasionally	294	61.00	39	63.93	255	60.57
Never	143	29.87	14	22.95	129	30.64
Total	482	100.00	61	100.00	421	100.00
_N_ =			61		421	
Mean			1.902		1.781	
Standard Deviation			.597		.589	
_t_-test	.145					

Nearly 60% (59.28%, _n_ = 230) of the white women said lack of access to a support group was never a barrier. One woman even stated, "I never knew there was any kind of support group." Some women included their names and addresses and asked for information on starting a group in their own area. Several women felt that they did not need any support group.

Opinion statements 29, 30, and 31 all described lay-off situations. On all three questions there appeared to be no statistically significant difference in the experience of white women and women of color. Women of both

Table 36

No Access to Support Group

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	104	23.21	21	35.00	83	21.39
Occasionally	89	19.87	14	23.33	75	19.33
Never	255	56.92	25	41.67	230	59.28
Total	448	100.00	60	100.00	388	100.00
N =			60		388	
Mean			1.933		1.621	
Standard Deviation			.880		.815	
t-test	.012					

groups seemed to think that when it came to lay-offs, they were treated in a similar manner to men.

For Item 29 on the survey, the majority of women of color had experienced being laid off before men who were not working as hard. As shown in Table 37, women of color responded frequently 23.33% (n = 14) and occasionally 36.67% (n = 22) to this item. White women respondents had similar experiences by being laid off before men who were not working as hard. Over 14% of the white women (n = 62) respondents experienced this phenomenon frequently and 35.56% (n = 149) occasionally. When subjected to a t-test analysis, no statistical significance was reported.

Table 37

Laid Off Before Men Who Were Not Working as Hard

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	76	15.90	14	23.33	62	14.83
Occasionally	171	35.77	22	36.67	149	35.65
Never	231	48.33	24	40.00	207	49.52
Total	478	100.00	60	100.00	418	100.00
N =			60		418	
Mean			1.833		1.653	
Standard Deviation			.785		.724	
t-test	.097					

For Item 30, Table 38 shows that the majority of white women (53.66%, n = 220) had never experienced being laid off before men who had less seniority and 35.85% had experienced this occasionally. Women of color respondents had similar experiences, but at 45.76% (n = 27). There were 20% of the women of color (n = 20) respondents who experienced this phenomenon frequently and 33.90% (n = 20) occasionally. When subjected to a t-test analysis, no statistical significance was reported.

Responses to Item 31 on the survey are shown in Table 39. The responses indicated that the majority of women of color had never (41.38%, n = 24) or occasionally (39.66%, n

Table 38

Laid Off Before Men Who Had Less Seniority

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	55	11.73	12	20.34	43	10.49
Occasionally	167	35.61	20	33.90	147	35.85
Never	247	52.67	27	45.76	220	53.66
Total	469	100.00	59	100.00	410	100.00
N =			59		410	
Mean			1.746		1.568	
Standard Deviation			.779		.675	
t-test	.101					

= 23) experienced being laid off before men who were less skilled. Nearly one-half of the white women (49.64%, n = 206) respondents had never experienced being laid off before men who were less skilled. There were 13% of the white women (n = 54) respondents who experienced this phenomenon frequently and 37.35% (n = 155) occasionally. When subjected to a t-test analysis, no statistical significance was reported.

Survey Item 36 asked respondents if they had access to advocacy or support groups. As shown in Table 40, Tradeswomen's groups had the highest percentage of women reporting access at 26.48% of both white women and women of

Table 39

Laid Off Before Men Who Were Less Skilled

	Both		Women of color		White women	
	#	%	#	%	#	%
Frequently	65	13.74	11	18.97	54	13.01
Occasionally	178	37.63	23	39.66	155	37.35
Never	230	48.63	24	41.38	206	49.64
Total	473	100.00	58	100.00	415	100.00
N =			58		415	
Mean			1.776		1.634	
Standard Deviation			.750		.703	
t-test	.178					

color. The women who did have access often were involved in more than one type of group. Often a woman was involved with a tradeswomen's group in addition to other groups on the list and had her own personalized system for support. There were 45 women who named a wide variety of other support systems ranging from the Koran to women in their local union.

Description of Experiences

The respondents wrote over 172 pages describing their experiences, both positive and negative. The comments were wide ranging, but there were threads of similarities

Table 40

Access to Advocacy/Support Groups

	Both		Women of color		White women	
	#	%	#	%	#	%
Women electricians	85	17.31	14	21.88	71	16.63
Tradeswomen	130	26.48	15	23.44	115	26.93
Nontraditional women	78	15.89	15	23.44	63	14.75
Women's	54	11.00	9	14.06	45	10.54
Ethnic	10	2.04	6	9.38	4	.94
Lesbian/gay	42	8.55	5	7.81	37	8.67
Other	69		14			
None	136	27.70	15	23.44	121	28.34

running throughout. The most common negative comment for both white and women of color was that men did not want them on the construction site, it is a "man's" world. Many women mentioned "the old boy's network." Some women explained these were only a few examples and that they could write a book if they listed them all. Examples of these types of comments include:

Women of Color--Barriers

"I was working with an older JW [slang for journeyman wireman] white man who would talk about me and I was able to hear him. He said, my dumb black ass should be home raising kids instead of taking a job away from a man who has a family to raise. I'm raising a family too."

"From a fellow coworker, I asked why he didn't like me. He had a problem with women working in a man's job. I told him he better get used to it. He was going to work with me or for me, either way he was going to lose. I told him I could leave today and go back on welfare and he'd be working to support me and my child."

"I have been told that I should be home having babies, not working in the building trades. I was told I should be a model instead of an electrician."

"Knowing I was never going to be one of them."

White Women--Barriers

"All the hostility I encountered during my apprenticeship and it made me more determined to prove everyone wrong. I was the first woman to become a journeyman in our local union, which covers half our state. Most hostility was from journeymen who didn't believe women should work at all. I'm in a Midwest rural state."

"Old boy school--women are taking jobs from men who really need them."

"One was a man I was sent to work with, when I went to shake his hand, he snarled at me and said, 'I don't like working with Cubans, Niggers, or women and you're at the bottom of the list.' Then for the next few months, he tried to make my life a living hell and told me, on a daily basis, that he would break me or I would quit."

"Being told I should be home basting turkeys, eating Bon-Bons, watching soaps, barefoot and pregnant--everyday!"

"I have been told numerous times that I took a job away from a man, that construction work is no place for a woman, that no 'normal' woman would want to do this kind of work."

Both white women and women of color had positive stories and experiences on the job. On most of the opinionnaires, if the woman wrote about her experiences at all, the overwhelming majority gave examples of both positive and negative. Very rarely did a woman only have a positive or only a negative example.

Opinion statement number 37 asked for specific incidences of hostility from union representatives, management, or coworkers. Several of the women had examples of hostility that they had experienced on the job. Some included death threats, threats of physical harm, or attempts at sabotaging the women's work. Many women felt that they had been laid off because they were a woman. A few examples are:

Women of Color--Hostility

"In the 1970s--late 1980s, the hostility that I felt was based on my gender and race, maybe even my lack of experience. The loss of self-esteem and worthlessness that I experienced I would rather put aside because it hurts to recall those painful times."

"Other than the usual attitudes that they don't think we can handle certain tasks by ourselves--my husband is in the trade also, he is a 5th year apprentice and talking to him, comparing things that they let him do by himself, whether it be running some conduit or mounting disconnects--anything--they trusted him more to do things by himself than they trusted me. I feel it is because I am female."

I got tired of all the racism, peer pressure, life threatening situations, and sooner or later they probably would have killed me."

"Hostility from other trade workers and other electricians I did not know. Was fairly subtle but wearing nonetheless . . . gawked at, sneered at, shunned in the cafeterias, or at lunch break, gay baited . . . ."

White Women--Hostility

"When I was an apprentice, I had the job steward literally throw down his tools and walk off the job rather than work with me. The next day he said, 'Don't take it personally.'"

"The worst part was during my apprenticeship, while on different jobs, I was put with the drunks, the drug user, or just the man no one else would work with. They only taught me how to be safe and protect myself because they were often dangerous to be around. I learned very little about hands-on electrical work at this time. During one union meeting, while they were talking about the dumb women, I went to the microphone to tell them we were only dumb because they were not teaching us anything."

"I believe the right term for what I experienced on the job is resentment and it was always unspoken. More obvious problems were profanity (especially explicit photos in the early years), lack of separate restroom facilities, and always being given the least desirable job. One time a 'joke' was played on me, when a person called me into a room I was doing work in and he was standing there nude."

"As a first year apprentice, I was told that I had to wear overalls on the job because my figure was distracting to men on the job. I refused because I hate carharts (a type of overalls)--they pull on my shoulders and I have back trouble in that area. It got back to the hall. Next time I was there, I was told that there are not many women in the trades as feminine as myself and I needed to hide it. This has pretty much been the case throughout my seven years in the trade. It makes it hard to be yourself and an electrician and is the base of a lot of emotional trouble for me. The way I look is a detriment."

The last statement of the survey opinionnaire (Number 38) offered women the chance to describe the positive experiences of working in the electrical trade. Most women had experienced support at some point in their career. The women often had to "prove" themselves before their coworkers could be accepting, offer advice, or became a mentor.

The women most often used examples attributing their success in the trades to the support and mentoring of one individual--male or female. Sometimes this individual would be the training director, but most often it was a journeylevel man on the job. A few examples include:

Women of Color--Support

"In general, I gained career support from other female electricians, some of whom I socialize with as closer friends and also from male electricians who believe that the IBEW benefits by increasing in sister membership."

"Thankfully the Director of Apprenticeship Programs in locals X and X are women. I have received support and encouragement throughout my program."

"Two journeymen have taken me under their wing, showing me how to sign the[out of work] book and approach people for answers. Truly good solid craftsmen who showed me that quality will always shine through in the end."

"During my first year apprenticeship, another JW (white male) made a derogatory statement about me. Another apprentice heard this. He took the JW aside and told him this was unacceptable behavior--don't do it again. He then told the job steward about it, who took steps to stop this. It never happened again."

"Other Black male electricians have sometimes come to my rescue."

White Women--Support

"There are several male electricians who take me at face value, who let me use my knowledge and abilities. I work with more favorable electricians than nonfavorable."

"Have worked with some very nice journeymen, which is probably the only reason I am still in the trade."

"98% of all the men I have had the pleasure to work with are magnificent and have, after a while, given me the tools (knowledge) to do this job as 9/10ths of the time. The other 2% had a problem before I ever got there, they just targeted me for being different."

"I have been extremely lucky to have had a good journeyman during my apprenticeship. This is my final year of apprenticeship and I have had a great mentor. He has taken a lot of time to improve my skills and knowledge. He feels that when I break out as a journeyman--it is a reflection on him. Therefore, it is very important for me to be a skilled electrician."

"A white male long time electrician befriended me and several women in my local. He would let us know about upcoming jobs, help me with figuring out dynamics on my work site and tough situations. He'd tell me what my rights were according to the working agreement, by-laws, or constitution. He explained electrical things, tutored me, and coached me. He was a 'flea' [an unofficial, underground organization of electricians who often travel for work] and a great individual who offers service to all kinds of people in lots of areas. I really honor and love this man."

It seems that most women in this survey had a wide variety of experiences. Many gave examples of great experiences and, at the same time, have horror stories. Overall, the women seemed dedicated to their trade, proud of their skills, and truly liked their work. The comments from the respondents say it best:

"If women in the electrical field would see things as a challenge and not an obstacle."

"We can go so far!"

"It is a good old boy world, but why should it be--because men want it that way."

"We can be such an asset to them and this industry."

"I love what I do and would do it all over again."

CHAPTER 5

SUMMARY, CONCLUSIONS, RECOMMENDATIONS, AND IMPLICATIONS

The purpose of this chapter is to summarize the study, present conclusions, make recommendations, and discuss the implications of the data and literature review. The summary includes a restatement of the objective and a brief overview of Chapters 1 through 4. The conclusions are presented following a restatement of the appropriate research questions. Recommendations, based on the conclusions, are made for future research. Finally, the implications for women in the electrical contract construction industry are discussed.

Summary

The objective of this study was to compare the perceptions of white women and women of color union electricians concerning their on the job and training experiences. Specifically, answers were sought to the following research questions.

1. What are the experiences on the job and in the classroom of women of color who are electricians in the selected local unions?

2. What are the experiences on the job and in the classroom of white women who are electricians in the selected local unions?

3. What are the perceived differences in experiences between white and women of color electricians?

Chapter 1 contained, in addition to the problem formulation (e.g., problem statement), an overview of the apprenticeship training system. Supporting statistical data, mainly from government sources, were included to describe more accurately the current situation. Women's experiences in the contract construction industry were introduced.

Chapter 2 was a review of the literature in three topical areas related to the overall study. They were apprenticeship training, women in nontraditional occupations, and the experiences of women in the skilled trades. A brief history of the apprenticeship system beginning in ancient times through today was also included in this chapter. Six previous studies on closely related issues involving working conditions and training programs were analyzed.

Chapter 3 was a description of the method and procedures used to conduct this study. A thirty-eight item survey opinionnaire was developed and distributed throughout the United States. It was pilot-tested and reviewed by a panel of eleven experts (Appendix E). The National Joint

Apprenticeship and Training Committee national office distributed the survey to selected training programs.

The administrator of these local programs distributed the surveys to the women in their areas. There were 491 of the opinionnaires returned, including 427 white women and 64 women of color. The completed surveys were mailed directly to the Occupational Studies Department at California State University, Long Beach.

Chapter 4 was a detailed reporting of the survey opinionnaire results. The results were reported in tables, which included the frequency, percentage, mean, standard deviation, and _t_-test results for Items 1 through 31. Demographic data were described through the frequencies and percentages in Items numbered 32 through 36. Numbers 36 and 37 on the opinionnaire asked for written responses. These unedited comments are reported in the Appendices H and I, while additional comments are in Appendices J and K.

Conclusions

This study sought to examine a specific group of working class women in nontraditional employment. The specific group of women represented less than 2% of the total number of electricians and had never been studied in such a large geographically diverse sample. The experiences of women of color in the skilled trades had been nearly invisible. This was because their numbers showed up in both the women and minority categories in statistics, obscuring the presence of these women in the work force.

Many women have been able to excel despite the barriers and sometimes outright hate directed at them on the job and in the classroom. However, they represent such a small percentage of the total number of electricians; their needs, experiences, and perceptions have been marginalized. These women are proud of their job skills and want to be able to do the work without the artificial barriers of racism, sexism, and homophobia.

The experiences of the women in this study were found to be as diverse as the women themselves. The written comments particularly reflected the enormous gains, as well as the wide-spread resentment, of women doing this kind of work. Many women have become leaders in their unions, tradeswomen groups, and communities. Some have become foremen, general foremen, and contractors. However, the overwhelming majority have experienced, sometimes for years, unprovoked hate or resentment or both for "taking a man's job."

Many women are very pro-union. They are proud of their union, their job skills, and themselves. However, women often look to people or organizations outside their union, work site, or classroom to find support and encouragement. Aside from the support and advocacy groups listed in the survey, women have developed their own personalized network of support. These personalized systems of support range from religious organizations, to alcohol and drug recovery programs, and to the most often mentioned, family and friends.

Specifically, this study was conducted to answer three research questions. This section contains a restatement of the research questions and conclusions reached as a result of the analysis of the data obtained from both the opinionnaire and the literature review.

1. What are the experiences on the job and in the classroom of women of color who are electricians in the selected local unions?

The experiences of women of color electricians were statistically significantly different from white women in seventeen of the survey items. In terms of job and training experiences, the women of color had a different, probably more difficult time of receiving equal treatment. On questions of lay-off and of health and safety, there were no statistically significant differences between the two groups.

Most women of color in this study seemed confident of their skills and achievements. None of these women felt her race or sex had given her opportunities. Their experiences were of overcoming their race/ethnic background and sex to advance. Many stated they did not have "equal opportunity." One women described her experience, which was generally representative of the women of color who participated in this research, as follows:

> There are some nice people out there in the trade that will try to help you, but the one's [sic] that don't want you out there are so overwhelming that it is no match for the good ones. So they could use some help in the electrical trade, please give us Black women a fair chance. That is all I ask. I don't want to be anyone else. All I ask is to be treated fairly and given the same chance as my co-workers [sic].

Women of color perceived both racism and sexism on the job and in the classroom. The two were so inexorably connected that it seemed to be nearly impossible to determine, in a particular incident, what was being exhibited--racism, sexism, or both. There were barriers that inhibit women of color from reaching their full potential as quickly as they might as electricians.

2. What are the experiences on the job and in the classroom of white women who are electricians in the selected local unions?

Most white women in this study have experienced gender bias on the job and in the classroom. They seemed to perceive that they received support on the job after they had "proven" themselves and as long as they worked hard. The expectations and standards for how hard they must work were often different for men. In general, women are required to work harder.

White women are sometimes accepted as suitable for certain tasks on a job site. Often they have been assigned the more menial tasks, such as clean-up. And, they have the more menial tasks, such as clean-up. And, they have often been deemed unsuitable for the technical or the heavy work. One woman said:

> It has taken quite a bit of work to succeed as an electrician to be a good journeyman in a "male" trade. A woman has to give 90% to 110% all of the time. If you aren't more productive than 75% of the men on the crew you are on, then you are going to be considered dead weight, thus getting a bad reputation. Most men wouldn't notice this if it weren't for the fact that you are a woman! Then if you do stay working hard and are considered good or foreman material, then you get accused of screwing the boss or more.
>
> I like the challenge and really enjoy the work. If I'm going to be in a work force I may as well make some good money for my eight hours of time. This profession is not for everyone--male or female. It takes, to make a good electrician, a very versatile person. You have to combine strength, dexterity, mechanical aptitude, intelligence, hard work, common sense, and a positive attitude. A good sense of humor is needed for any job, but it really comes in handy because most electricians are smart alecks/asses . . . . The goal of anyone's apprenticeship is all the same too--that good looking journeyman's card.

This is also the experience of some of the women of color.

3. What are the perceived differences in experiences between white and women of color electricians?

The differences in most of the job and training experiences between the white women and the women of color are statistically significant. The women of color have two barriers--race and sex--where as the white women have one--sex. However, neither group has been able to advance as far in their careers as they want, with a few exceptions. Many of the women of color and white women found they were treated differently because of their gender.

Often the respondents stated, despite any negative experiences, they were determined to be electricians. A Latina said, "This is a tough trade to be in, having someone out there that helps you out is always a plus. I wouldn't give it away for anything. I love my job as a Union Electrician and I'm very proud to say I'm Union!!!! Thank You!" A white woman stated:

> I have never really experienced any blatant hostility. However when first arriving on a new job site--I have heard snide remarks, unwillingness to help and a general feeling of not being part of the team. This usually subsides after they see that you are a hard worker and take your profession very seriously. It seems you have to prove yourself each time you go to a job--instead of being accepted like the men are.

Neither of these types of behaviors on the job or in the classroom assisted in the development of a skilled electrician.

The sexual harassment experiences appeared to be quite similar for both white women and women of color. Both groups had experienced a hostile work environment. The data in this survey showed no statistically significant difference, except in being exposed to pictures of nude or partially dressed women. White women experienced or noticed this more frequently than women of color.

Most of the sexual harassment seemed to come from peers of the women. Management often does nothing to prevent a hostile work environment. Rather, the woman is treated like an intruder and she must "accept" the men's behavior, because it has always been that way. If a problem incident occurs, most often the women (victim) is transferred, laid-off, or fired. The perpetrator continues to work at the job site.

Four of the support system items (i.e., opinionnaire Numbers 10, 19, 21, and 28) showed statistically significant differences. Women of color found men of their race or ethnic group more supportive than did white women of white men. They also found transportation, the isolation of being the only women on the job, and not having access to a support group more of a barrier than did white women.

The women of color represented a very small percentage of the total union electrician's work force, as well as a small percentage of the total number of women. Many white women had never worked with a woman of color and some had never seen a woman of color on the job of any trade. Some women of color had never seen a woman of their own race or ethnic background, or any other woman of color, on the job. Some women had never seen any women electricians on the job.

Recommendations

In the course of this study, it became apparent that certain aspects of the study warranted further research. Following are recommendations for further research:

1. A study should be conducted to investigate the role of women of color in nontraditional jobs through a separate analysis of a larger sample size of each of the identified ethnic/racial groups. This study should include in-depth interviews or focus groups to further refine and describe the experiences of women of color in nontraditional employment.

2. A study should be conducted on the intersection of sexism, racism, and homophobia for women in nontraditional employment.

3. A study should be conducted to describe the experiences of women in other nontraditional occupations, including the skilled trades, as well as other nontradiional occupations such as firefighter, police officer, oil refinery worker.

4. A study should be conducted to examine the role of support/advocacy groups or support systems in the success or job satisfaction of women in nontraditional jobs.

5. A study should be conducted to refine the concept of success in a nontraditional job. Is success achieving journeylevel or working as a foreman, or changing people's minds about what a woman can do, or both?

6. A study should be conducted to compare the experiences of both men and women in nontraditional employment, e.g., a study of male nurses and female electricians.

7. A study should be conducted to explore the role a woman's sexual orientation plays in a nontraditional job, through a separate analysis of a larger sample size. This study should include in-depth interviews or focus groups to further refine and describe the experiences of lesbians and bisexuals in nontraditional employment.

8. A study should be conducted to compare the experiences of both union and nonunion skilled tradeswomen.

Implications

The experiences of the women who participated in this study may help refine the training and improve the conditions on the work site. These implications are reported under the same categories as on the survey opinionnaire: demographic, job and training experiences, support systems, sexual harassment, and qualitative descriptions of experiences. The following are recommendations for program development.

Demographic

In order to ensure adequate skilled workers, systems must be developed to recruit and retain women in numbers representative of their participation in the work force. This may include targeted outreach to women in most need: single parents, high risk students, and low income women. Pre-apprenticeship training programs, with special focus on survival skills for women, should be institutionalized in the employment related educational systems to serve girls and young women who are not planning or are unable at this time to attend college. Affirmative action for women, particularly women of color, must continue to be a policy within the electrical industry to insure a work force for the future.

Job and Training

Systems must be developed, particularly on the job, to insure equality in training. The apprentice should be paired with someone who can and wants to teach. All journeylevel workers should be given training as to how to teach and treat an apprentice. Women of color have a significantly different experience from white women. This difference experienced by women of color must be integrated into any strategy to improve recruitment and retention.

Support Systems

The union and the training trusts should institutionalize the sometimes already existing informal support and advocacy systems for women. Women should be in leadership roles in the union (elected officers and appointed positions, convention delegates) and in the training programs (teachers, program administrators, public speakers in the community). Male teachers and leaders must be taught to use inclusive rather than exclusive language. Mentoring programs, with training for both the mentor and the protege, may help with developing leadership and retention.

Sexual Harassment

Workplace solution systems focusing on sexual harassment prevention strategies must be implemented at all levels. Training on this issue should be a part of the curriculum in the apprenticeship schools, journeylevel training, and management sponsored workshops. Every person in the electrical industry (apprentice, journeylevel worker, foreman, general foreman, supervisor, union officials) should be trained on how to prevent, contain, and resolve issues of sexual harassment.

Written Description

One woman said it best, when describing her experiences and advice to women (or anyone) in the trades:

> In the course of my fourteen years in the trade I have heard every lie known to man. I am aware that all you have to do to be beautiful on a construction site is to be under 300 pounds and female [sic].
>
> I am saying that, to say this: These things are designed to stop you. If I had been eighteen years old I do not know if I would have been wise enough to see it so clearly. These young women get out on the job and end up getting their heads turned by all the attention, and often times it stops them.
>
> There needs to be some job wise experienced female, connected with the local union to counsel the apprentices in this regard, or to screen applicants for the apprenticeship. I believe only a woman is qualified to do this and to stress realities of the job to female apprentices.
>
> My theory to survive is this: To be as wise as a serpent, and as gentle as a dove, work like a man and

never forget that you are a woman (lady). They may not understand you, but in time they will respect your right to be different.

Ask no concessions, don't whine, don't belly ache (that way when you have a real problem they'll listen).

Do work very hard and always carry your tools.

Do not have a chip on your shoulder because you are different. You are not imagining it, people are watching you, you're different.

Get past the humiliation of your lack of skill, to begin with. Tell yourself it doesn't matter if they are humoring you. Just humor me, but give me the tools to this trade, is the determination you must have to survive.

Keep a journal to record inspirations you come across from any source, i.e., "Do not pray for an easy life, pray to be a strong person." Also keep in that journal job practices or notes on how to do things, i.e., conduit bending, 3-way switches, etc.

Study harder--Just DO IT! and remember the words of Winston Churchill: "Never give in, never give in, never, never, never, NEVER give in."

Don't demand decent speech, JUST DON'T TALK IT and pretty soon either they'll stop or another man may say something about it. Remember, you walked into their world, they have had it a while, you are not going to walk in and run it. (I walked out of class one night, said nothing,--it never got that bad again.)

Do not allow any man to put his hand on you. If it happens, right then tell him to get his hands off you and it better NEVER happen again! Say it with force!

APPENDICES

APPENDIX A

CONSTRUCTION CONTRACTORS' AFFIRMATIVE ACTION REQUIREMENTS

Construction Contractors' Affirmative Action Requirements

Excerpts from Federal Register, Vol. 43 No. 68, April 17, 1978 (abridged)

These regulations apply to the entire construction workforce of any contractor or subcontractor who has at least $10,000.00 in federal contracts.

The hours of minority and female employment and training must be substantially uniform throughout the length of the contract, and in each trade, and the contractor shall make a good faith effort to employ minorities and women evenly on each of its projects.

Compliance with the goals will be measured against the total work hours performed.

Neither the provisions of any collective bargaining agreement, nor the failure by a union with whom the contractor has a collective bargaining agreement to refer either minorities or women, shall excuse the contractor's obligations.

The contractor shall take specific affirmative actions to ensure equal employment opportunity, shall document these efforts fully, and shall implement affirmative action steps at least as extensive as the following:

- Ensure and maintain a working environment free of harassment, intimidation and coercion at all sites, and in all facilities in which the contractor's employees are assigned to work. The contractor, where possible, will assign two or more women to each construction project.
- Establish and maintain a current list of minority and female recruitment sources, provide written notification to [these] sources and to community organizations when the contractor or its unions have employment opportunities available, and maintain a record of the organizations' responses.
- Maintain a current file of the names, addresses and telephone numbers of each minority and female off-the-street applicant or referral from a union, recruitment source or community organization and what action was taken with respect to them.
- Provide immediate written notification to the Director [of the OFCCP] when the union or unions with which the contractor has a collective bargaining agreement has not referred to the contractor a minority person or woman sent by the contractor, or when the contractor has other information that the union referral process has impeded the contractor's efforts to meet its obligations.
- Develop on-the-job training opportunities and/or participate in training programs for the area which expressly include minorities and women, including upgrading programs and apprenticeship and trainee programs relevant to the contractor's employment needs, especially those programs funded or approved by the Department of Labor. The contractor shall provide notice of these programs to the sources compiled under the second item, above.
- Disseminate the contractor's EEO policy by providing notice of the policy to unions and training programs; by including it in policy manuals and collective bargaining agreements; by publicizing it in the company newspaper, annual report, etc., by specific review of the policy with all management personnel and with all minority and female employees at least once a year; and by posting it on bulletin boards accessible to all employees at each location where construction work is performed.
- Review, at least annually, the company's EEO and affirmative action obligations with all employees having any responsibility for hiring, assignment, layoff, termination or other employment decisions including specific review of these items with on-site supervisory personnel such as superintendents, general foremen, etc. prior to the initiation of construction of work at any job site.
- Disseminate the contractor's EEO policy externally by including it in any advertising in the news media, specifically including minority and female news media.
- Direct recruitment efforts to minority female and community organizations, to schools with minority and female students and to minority and female recruitment and training organizations serving the contractor's recruitment area and employment needs.
- Encourage present minority and female employees to recruit other minority persons and women and, where reasonable, provide after-school, summer and vacation employment to minority and female youth both on the site and in other areas of a contractor's workforce.
- Validate all tests and other selection requirements [against bias].
- Conduct, at least annually, an inventory and evaluation of at least all minority and female personnel for promotional opportunities, and encourage these employees to seek or to prepare for, through appropriate training, etc., such opportunities.
- Ensure that seniority practices, job classifications, work assignments and other personnel practices do not have a discriminatory effect by continually monitoring all personnel and employment related activities to ensure that the EEO policy and the contractor's obligations under these specifications are being carried out.
- Ensure that all facilities and company activities are non-segregated except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.
- Document and maintain a record of all solicitations of offers for subcontracts from minority and female construction contractors and suppliers, including circulation of solicitations to minority and female contractors' associations and other business associations.
- Conduct a review, at least annually, of all supervisors' adherence to and performance under the contractor's EEO policies and affirmative action obligations.

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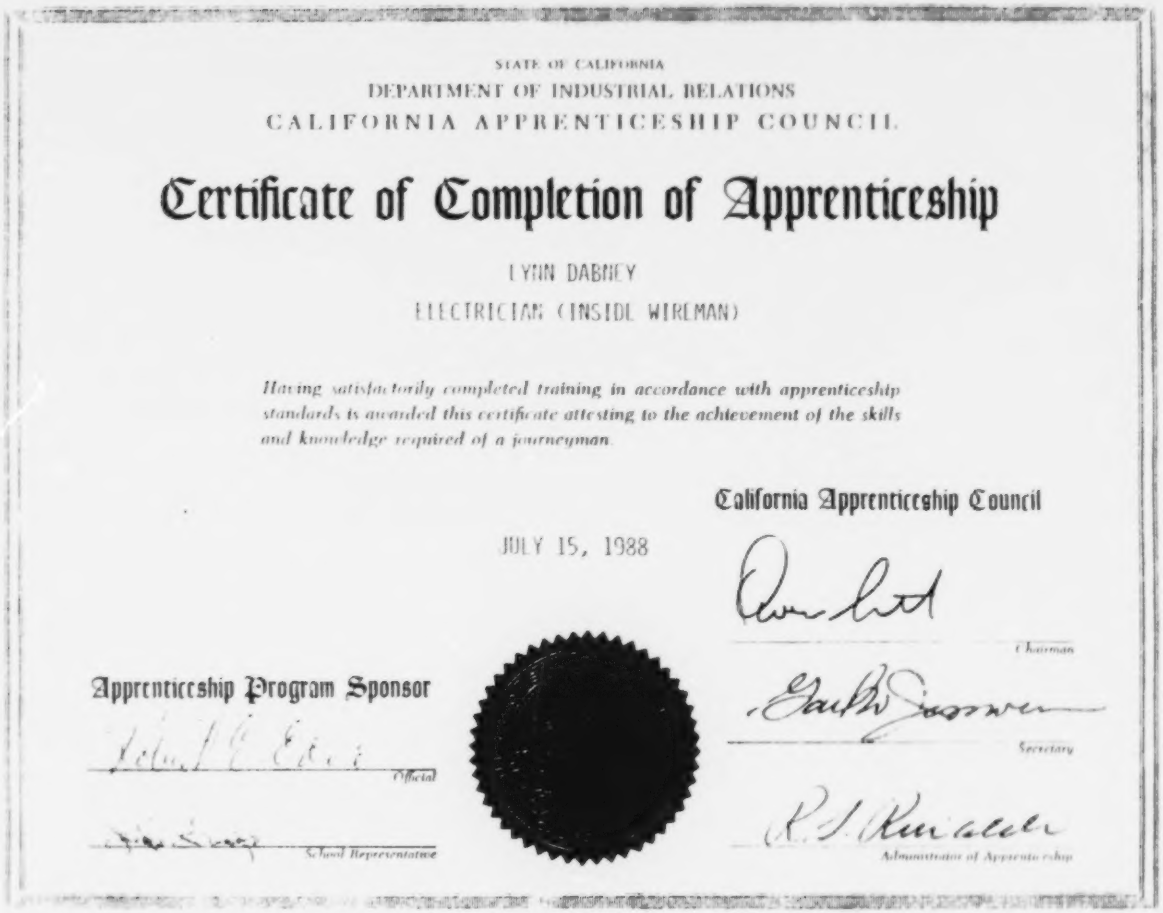
APPENDIX B

APPRENTICESHIP PROGRAM COMPLETION CERTIFICATE



STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
CALIFORNIA APPRENTICESHIP COUNCIL

Certificate of Completion of Apprenticeship

LYNN DABNEY

ELECTRICIAN (INSIDE WIREMAN)

Having satisfactorily completed training in accordance with apprenticeship standards is awarded this certificate attesting to the achievement of the skills and knowledge required of a journeyman.

JULY 15, 1988

California Apprenticeship Council

Chairman

Secretary

Administrator of Apprenticeship

Apprenticeship Program Sponsor

Official

School Representative

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APPENDIX C

LIST OF APPRENTICESHIP OCCUPATIONS

OCCUPATIONS RECOGNIZED AS APPRENTICEABLE BY THE BUREAU OF APPRENTICESHIP AND TRAINING, AS OF MARCH 25, 1991

AMS	DOT CODE	OCCUPATION TITLE	TERM	NS	BAT
0860	730281010	ACCORDIAN MAKER	048	0	1
0861	860381010	ACOUSTICAL CARPENTER	048	0	1
0862	150047010	ACTOR (AMUSE. & REC.)	024	1	1
0955	637261034	AIR & HYDRONIC BALAN. TECH	036	0	1
0686	620281010	AIR-CON MECH AUTO SER	012	1	1
0002	637261010	AIR-COND INSTALLER WINDOW	036	0	1
0864	693381010	AIRCRAFT LAY-OUT WORKER	048	0	1
0865	806381010	AIRCRAFT MECH, ARMAMENT	048	1	1
0003	825381010	AIRCRAFT MECH,ELECTRICAL	048	1	1
0866	862381010	AIRCRAFT MECH,PLUMB & HYD	048	1	1
0863	632261010	AIRCRAFT-ARMAMENT MECH GOV	048	1	1
0867	714281010	AIRCRAFT-PHOTOGRAPH-EQUIP	048	0	1
0005	621281014	AIRFRAME & POWER PLNT MECH	048	1	1
0868	849381010	AIRPLANE COVERER (AIRCRFT)	048	0	1
0004	621261010	AIRPLANE INSPECTOR	036	0	1
0869	769281010	AIRPLANE WOODWORKER	036	1	1
0870	379162010	ALARM OPERATOR (GOV SERV)	012	0	1
0007	785261010	ALTERATION TAILOR	024	0	1
0724	355374010	AMBULANCE ATTENDANT (EMT)	012	1	1
0871	159224010	ANIMAL TRAINER (AMUSE REC)	030	0	1
0105	840381640	ARCH. COATINGS FINISHER	036	1	1
0531	373267640	ARSON & BOMB INVESTIGATOR	024	1	1
0011	713261010	ARTIFICIAL-GLASS-EYE MAKER	060	1	1
0012	713261014	ARTIFICIAL-PLASTIC-EYE MKR	060	1	1
0872	853663010	ASPHALT-PAVING MACHINE OP	036	1	1
0876	806361014	ASSEMBER-INSTALLER, GENER	024	1	1
0873	806381022	ASSEMBLER, AIRCRAFT, POWER	024	0	1
0874	806381026	ASSEMBLER, AIRCRAFT, STRUC	048	1	1
0875	806381030	ASSEMBLER, ELECTRO-MECHAN	048	0	1
0877	801381010	ASSEMBLER, METAL BUILDING	024	1	1
0015	806381038	ASSEMBLY MECH EXPER AIRCRF	048	1	1
0878	633261010	ASSEMBLY TECHNICIAN	024	1	1
0903	651585010	ASSISTANT PRESS OPERATOR	024	0	1
0879	194262010	AUDIO OPERATOR	024	1	1
0880	729281010	AUDIO-VIDEO REPAIRER	024	0	1
0779	575462010	AUGER PRESS OPR, MAN CONTR	024	0	1
0836	620261034	AUTO COOLNG SYS DIAG TECH	024	1	1
0027	620281018	AUTO-MAINT-EQUIP	048	0	1
0784	620381010	AUTO-RADIATOR MECHANIC	024	1	1
0821	638261010	AUTOMATED EQUIP ENGR-TECH	048	0	1
0021	822281010	AUTOMATIC-EQU TECH TEL	048	1	1
0023	620261010	AUTOMOBILE MECHANIC	048	1	1
0881	620261014	AUTOMOBILE TESTER AUTO SER	048	0	1
0639	780381010	AUTOMOBILE UPHOLSTERER	036	1	1
0024	807381010	AUTOMOBILE-BODY REPAIRER	048	1	1
0638	620261018	AUTOMOBILE-REPAIR-SERV EST	048	0	1
0882	721281010	AUTOMOTIVE-GEN-&-START REP	024	0	1
0605	621261520	AVIATION SAFETY EQUIP TECH	048	1	1
0599	639281010	AVIATION SUPPORT EQUIP REP	048	1	1
0464	823281010	AVIONICS TECHNICIAN	048	1	1
0028	526381010	BAKER (BAKE PROD)	036	1	1
0776	313381010	BAKER (HOTEL & REST)	036	1	1
0883	313381014	BAKER, PIZZA (HOTEL & RES)	012	0	1
0029	629281010	BAKERY-MACHINE MECH	036	0	1
0640	142061010	BANK-NOTE DESIGNER	060	0	1
0030	330371010	BARBER	024	1	1
0608	312474010	BARTENDER	012	0	1
0884	572382010	BATCH-AND-FURNACE OPERATOR	048	1	1
0885	727381014	BATTERY REPAIRER	024	0	1
0886	413161010	BEEKEEPER (AGRIC.)	048	0	1
0887	970681010	BEN-DAY ARTIST	072	0	1
0031	735381010	BENCH HAND (JEWELRY)	024	0	1
0033	653685010	BINDERY WORKER	048	1	1
0888	719261010	BIOMEDICAL EQUIPMENT TECH	048	1	1
0035	610381010	BLACKSMITH	048	1	1
0889	716681010	BLOCKER&CUTTER CONTACT LENS	012	0	1
0036	860381018	BOATBUILDER, WOOD	048	1	1
0815	950382010	BOILER OPERATOR (ANY IND)	048	1	1
0038	805361010	BOILERHOUSE MECHANIC	036	1	1
0039	805361014	BOILERMAKER FITTER	048	0	1
0040	805261014	BOILERMAKER I	048	1	1
0041	805381010	BOILERMAKER II MECH	036	1	1
0047	977381010	BOOK BINDER	060	1	1
0890	753381010	BOOTMAKER, HAND	012	0	1
0891	735681010	BRACELET & BROOCH MAKER	048	0	1
0892	620281026	BRAKE REPAIRER AUTO. SERV	024	0	1
0706	861381026	BRICKLAYER,FIREBRICK & REF	048	1	1
0052	861381018	BRICKLAYER(CONSTRUCTION)	036	1	1
0051	861381014	BRICKLAYER	048	0	1
0893	770261010	BRILLIANDEER-LOPPER JEWELR	036	0	1
0662	525381014	BUTCHER, ALL-ROUND	036	1	1
0894	316681010	BUTCHER, MEAT (HOTEL & RE)	036	0	1
0054	529362010	BUTTERMAKER (DAIRY PROD.)	024	0	1
0055	660280010	CABINETMAKER	048	1	1
0056	821361010	CABLE INSTALLER-REPAIRER	036	0	1
0058	829361010	CABLE SPLICER	048	1	1
0059	822361010	CABLE TESTER (TEL. & TEL.)	048	0	1
0895	019281010	CALIBRATION LABORATORY TEC	048	1	1
0062	714281014	CAMERA REPAIRER	024	1	1
0790	899281010	CANAL-EQUIPMENT MECHANIC	024	1	1
0065	529361014	CANDY MAKER	036	0	1
0641	739381010	CANVAS WORKER	036	1	1
0642	622381014	CAR REPAIRER LOCO	048	1	1
0896	620281034	CARBURETOR MECHANIC AUTO	048	0	1

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0897	683582010	CARD CUTTER, JACQUARD	048	0	1
0898	680380010	CARD GRINDER (ASBESTOS PR)	048	0	1
0067	860381022	CARPENTER	048	1	1
0068	860281010	CARPENTER, MAINTENANCE	048	1	1
0762	860381034	CARPENTER, MOLD	072	0	1
1009	860381581	CARPENTER, PILEDRIVER	048	1	1
0069	860381042	CARPENTER, ROUGH	048	0	1
0070	860281014	CARPENTER, SHIP(WATER TRANS)	048	0	1
0899	929381010	CARPET CUTTER (RET. TR.)	012	0	1
0071	864381010	CARPET LAYER	036	0	1
0037	141081010	CARTOONIST, MOTION PICTURE	036	1	1
0042	761281010	CARVER, HAND	048	0	1
0072	633281010	CASH-REGISTER SERVICER	036	0	1
0043	653360010	CASING-IN-LINE SETTER (PRT	048	0	1
0073	739481010	CASKET ASSEMBLER	072	0	1
0074	502381010	CASTER (JEWELRY)	024	0	1
0044	502482010	CASTER (NONFER. MTL ALLOY)	024	0	1
0046	844681010	CELL MAKER (CHEM.)	012	0	1
0075	844364010	CEMENT MASON	024	1	1
0076	822361014	CENT-OFFICE INSTALLER TEL	048	1	1
0077	822281014	CENTRAL-OFFICE REPAIRER	048	1	1
0049	704381010	CHASER (JEWELRY; SILVERWAR	048	0	1
0078	529361018	CHEESEMAKER	024	0	1
0791	559382018	CHEMICAL OPERATOR III	036	0	1
0969	008261010	CHEMICAL-ENGINEERING TECH	048	0	1
0050	022261010	CHEMICAL-LABORATORY TECHNI	048	0	1
0053	018167010	CHIEF OF PARTY (PROFESS.)	048	0	1
0057	558260010	CHIEF OPERATOR (CHEM.)	036	0	1
0840	359342540	CHILD CARE DEV SPECIALIST	024	0	1
0849	899364010	CHIMNEY REPAIRER	012	0	1
0060	955382010	CLARIFYING-PLANT OPER(TEX)	012	0	1
0081	142061014	CLOTH DESIGNER	048	0	1
0609	639281014	COIN-MACH-SERVICE REPR	036	1	1
0084	970381010	COLORIST, PHOTOGRAPHY	024	0	1
0013	141081014	COMMERCIAL DESIGNER	048	0	1
0061	829261010	COMPLAINT INSPECTOR (LIGHT	048	0	1
0086	627261010	COMPOSING-ROOM MACHINIST	072	1	1
0087	973381010	COMPOSITOR	048	1	1
0817	213382010	COMPUTER-PERIPHERAL-EQ-OP	012	0	1
0336	620261022	CONST-EQUIP-MECHANIC	048	1	1
0904	712381014	CONTOUR WIRE SPEC DENTURE	048	0	1
0066	630381010	CONVEYOR-MAINTENANCE MECHC	024	0	1
0090	315361010	COOK (ANY IND)	024	1	1
0663	313361014	COOK (HOTEL & REST)	036	1	1
0722	313381026	COOK, PASTRY (HOTEL & RES)	036	1	1
0091	862281010	COPPERSMITH (SHIP & BOAT)	048	1	1
0094	518381014	COREMAKER	048	1	1

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0095	863381010	CORK INSULATOR, REFRIG PLT	048	0	1
0851	372667018	CORRECTION OFFICER	012	0	1
0920	820361010	CORROSION-CONTROL FITTER	048	0	1
0096	332271010	COSMETOLOGIST	024	1	1
0569	045107010	COUNSELOR	024	0	1
0991	512662010	CUPOLA TENDER	036	1	1
0314	785261014	CUSTOM TAILOR (GARMENT)	048	0	1
1008	959361010	CUSTOMER SERVICE REPRESENTAT	036	0	1
0097	781384010	CUTTER, FABRICS & MATERIAL	024	0	1
0613	781684014	CUTTER, MACHINE 1	036	1	1
0080	500381010	CYLINDER GRINDER (PRT&PUB)	060	1	1
0677	651362010	CYLINDER-PRESS OPERATOR	048	0	1
0099	629281018	DAIRY EQUIPMENT REPAIRER	036	0	1
0630	040061022	DAIRY TECHNOLOGIST	048	0	1
0082	298381010	DECORATOR (ANY IND.)	048	0	1
0100	740381010	DECORATOR (GLASS MFG.)	048	0	1
0101	079371010	DENTAL ASSISTANT	012	1	1
0102	712281010	DENTAL CERAMIST	024	0	1
0650	829261014	DENTAL-EQUIP INSTALLER AN	036	0	1
0103	712381018	DENTAL-LABORATORY TECH	036	1	1
0107	788281010	DESIGN & PATTERNMKR SHOE	024	0	1
0106	017261014	DESIGN DRAFTER, ELECTROMEC	048	0	1
0108	017261018	DETAILER	048	0	1
0083	770281010	DIAMOND SELECTOR (JEWELRY)	048	0	1
0085	633281014	DICTATING-TRANS-MACH SERV	036	0	1
0113	007161010	DIE DESIGNER	048	1	1
0114	601381010	DIE FINISHER	048	0	1
0115	601381014	DIE MAKER JEWELRY	048	0	1
0654	739381018	DIE MAKER PAPER GOODS	048	0	1
0668	601281010	DIE MAKER, BENCH, STAMPING	048	1	1
0118	601280010	DIE MAKER, STAMPING	036	0	1
0119	601280014	DIE MAKER, TRIM	048	1	1
0939	601280018	DIE MAKER, WIRE DRAWING	036	0	1
0120	601381018	DIE POLISHER (WIRE)	012	0	1
0121	612360010	DIE SETTER (FORGING)	024	0	1
0122	601280022	DIE SINKER	048	1	1
0124	625281010	DIESEL MECHANIC	048	1	1
0093	625261010	DIESEL-ENGINE TESTER	048	0	1
0763	077167010	DIETETIC INTERN	024	0	1
0820	187167030	DIRECTOR, FUNERAL	024	0	1
0970	159067014	DIRECTOR, TELEVISION	024	0	1
0098	142051010	DISPLAY DESIGNER (PROF&KIN)	048	0	1
0324	298081010	DISPLAYER, MERCHANDISE	012	0	1
0104	630381014	DOOR-CLOSER MECHANIC	036	0	1
0126	001261010	DRAFTER, ARCHITECTURAL	048	1	1
0018	017281022	DRAFTER, AUTOMOTIVE DESIGN	048	0	1
0019	017281026	DRAFTER, AUTO DESIGN LAYOUT	048	0	1

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0109	018261010	DRAFTER, CARTOGRAPHIC	048	0	1
0128	005281010	DRAFTER, CIVIL	048	1	1
0129	017261026	DRAFTER, COMMERCIAL	048	1	1
0130	017261030	DRAFTER, DETAIL	048	1	1
0131	003281010	DRAFTER, ELECTRICAL	048	0	1
0995	003281014	DRAFTER, ELECTRONIC	048	1	1
0133	017261034	DRAFTER, HEATING & VENTILA	048	0	1
0134	001261014	DRAFTER, LANDSCAPE	048	0	1
0135	014281010	DRAFTER, MARINE	048	1	1
0136	007281010	DRAFTER, MECHANICAL	048	1	1
0111	017261038	DRAFTER, PLUMBING	048	0	1
0139	005281014	DRAFTER, STRUCTURAL	036	1	1
0140	007261022	DRAFTER, TOOL DESIGN	048	1	1
0141	018261014	DRAFTER, TOPOGRAPHICAL	048	1	1
0957	850683018	DRAGLINE OPERATOR	012	0	1
0117	850663010	DREDGE OPERATOR (CONST,MIN)	012	0	1
0144	785361010	DRESSMAKER	048	0	1
0125	930482010	DRILLING-MACHINE OPERATOR	036	0	1
0649	362382014	DRY CLEANER	036	0	1
0145	842681010	DRY-WALL APPLICATOR	024	0	1
0127	962264010	EDITOR, FILM (MOTION PIC.)	048	0	1
0829	721281014	ELECT-MOTOR ASSEM & TESTER	048	0	1
0927	820361014	ELECT-MOTOR-GEN ASSEMBLY	024	0	1
0906	828251010	ELECT-SALES-SERV TECH	048	1	1
0171	629281022	ELECT-PROD-LINE-MAINT-MECH	012	0	1
0705	824281014	ELECTRIC-DIST CHECKER	030	0	1
0330	821361014	ELECTRIC-METER INSTALLER I	048	0	1
0151	729281014	ELECTRIC-METER REPAIRER	048	0	1
0792	821381010	ELECTRIC-METER TESTER	048	0	1
0149	721281018	ELECTRIC-MOTOR REPAIRER	048	1	1
0652	729684022	ELECTRIC-SIGN ASSEMBLER	048	0	1
0150	729281022	ELECTRIC-TOOL REPAIRER	048	0	1
0132	825261010	ELECTRIC-TRACK-SWITCH MAIN	048	0	1
0155	003161010	ELECTRICAL TECHNICIAN	048	0	1
0154	723381010	ELECTRICAL-APPLIANCE REPAI	036	0	1
0156	827261010	ELECTRICAL-APPLIANCE SERV	036	1	1
0157	729281026	ELECTRICAL-INSTRUMENT REPR	036	1	1
0159	824261010	ELECTRICIAN	048	1	1
0771	825381030	ELECTRICIAN SHIP & BOAT	048	0	1
0158	825281014	ELECTRICIAN WATER TRANS	048	0	1
0160	825281018	ELECTRICIAN, AIRPLANE	048	1	1
0161	825281022	ELECTRICIAN, AUTOMOTIVE	024	1	1
0162	825281026	ELECTRICIAN, LOCOMOTIVE	048	0	1
0643	829261018	ELECTRICIAN, MAINTENANCE	048	1	1
0163	820261014	ELECTRICIAN, POWERHOUSE	048	1	1
0164	823281014	ELECTRICIAN, RADIO	048	1	1
0166	820261018	ELECTRICIAN, SUBSTATION	036	0	1

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0167	710281018	ELECTROMECHANICAL TECHNICI	036	1	1
0168	729281030	ELECTROMEDICAL-EQUIP REPR	024	0	1
0137	828261010	ELECTRONIC-ORGAN TECHNICIA	024	0	1
0617	979282540	ELECTRONIC PRE-PRESS SYS OP	060	0	1
0170	828281010	ELECTRONICS MECHANIC	048	1	1
0169	003161014	ELECTRONICS TECHNICIAN	048	1	1
0570	726281014	ELECTRONICS TESTER I	036	0	1
0967	726367014	ELECTRONICS UTILITY WORKER	048	0	1
0172	974381010	ELECTROTYPER	060	1	1
0138	850663014	ELEVATING-GRADER OPERATOR	024	0	1
0173	825361010	ELEVATOR CONSTRUCTOR	048	0	1
0174	825281030	ELEVATOR REPAIRER	048	1	1
0665	338371014	EMBALMER (PER. SER.)	024	0	1
0704	659382010	EMBOSSER	024	0	1
0684	659682014	EMBOSSING-PRESS OPERATOR	048	0	1
0730	079374010	EMERGENCY MEDICAL TECH	036	1	1
0249	600260010	ENG MODEL MKR INST & APP	048	1	1
0176	625281018	ENGINE REPAIRER, SERVICE	048	0	1
0143	704381018	ENGINE TURNER (JEWELRY)	030	0	1
0782	604280010	ENGINE-LATHE SET-UP OP, TL	030	0	1
0142	604380018	ENGINE-LATHE SET-UP OPERAT	030	0	1
0764	007161018	ENGINEERING ASST, MECH EQU	048	0	1
0705	979381010	ENGRAVER 1	060	1	1
0178	775381010	ENGRAVER GLASS	024	0	1
0146	979281014	ENGRAVER, BLOCK(PRT & PUB)	048	0	1
0806	704381026	ENGRAVER, HAND, HARD METAL	048	0	1
0147	704381030	ENGRAVER, HAND, SOFT METAL	048	0	1
0963	979382014	ENGRAVER, MACHINE	048	0	1
0179	704382010	ENGRAVER, PANTOGRAPH I	048	0	1
0148	979281018	ENGRAVER, PICTURE(PRT&PUB)	120	0	1
0915	651382010	ENGRAVING PRESS OPERATOR	036	0	1
0180	641680010	ENVELOPE-FOLD-MACH AD	036	0	1
0637	637261014	ENVIRONMENTAL-CONTROL-SYST	036	1	1
0165	822381010.	EQUIPMENT INSTALLER (TEL.)	048	0	1
0965	019261014	ESTIMATOR AND DRAFTER	048	0	1
0175	971261010	ETCHER, HAND (PRINT & PUB)	060	1	1
0182	971381014	ETCHER, PHOTOENGRAVING	048	1	1
0184	600260014	EXPER MECH MOTOR & BIKES	048	0	1
0183	739381026	EXPERIMENTAL ASSEMBLER	024	0	1
1000	383364010	EXTERMINATOR, TERMITE	024	0	1
0185	557382010	EXTRUDER OP PLASTICS	012	0	1
0833	809381010	FABRICATOR-ASSEM MTL PROD	048	0	1
0187	624281010	FARM-EQUIPMENT MECH I	036	1	1
0789	624381014	FARM-EQUIPMENT MECH II	048	0	1
0177	421161010	FARMER, GENERAL (AGRIC.)	048	0	1
0981	421683010	FARMWORKER, GENERAL I	012	0	1
0808	612260010	FASTENER TECHNOLOGIST	036	0	1

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0916	828261014	FIELD ENGINEER	030	1	1
0960	193262018	FIELD ENGINEER RADIO & TV	048	1	1
0921	976382018	FILM DEVELOPER	036	0	1
0907	976684014	FILM LAB TECHNICIAN	036	1	1
0908	976381010	FILM LAB TECHNICIAN I	036	1	1
0181	712681018	FINISHER, DENTURE(MED SER)	012	0	1
0535	373364640	FIRE APPARATUS ENGINEER	036	1	1
0576	373134010	FIRE CAPTAIN	036	1	1
0541	373364641	FIRE ENGINEER	012	1	1
0195	373364010	FIRE FIGHTER	036	1	1
0192	373663010	FIRE FIGHTER, CRASH, FIRE	012	0	1
0516	373267010	FIRE INSPECTOR	048	1	1
0754	373364014	FIRE MEDIC	042	1	1
0193	632261014	FIRE-CONTROL MECHANIC	030	1	1
0188	573662010	FIRER, KILN (POTT. & PORC)	036	0	1
0902	379167010	FISH & GAME WARDEN GOV SER	024	1	1
0197	801381014	FITTER (MACH. SHOP)	024	0	1
0189	801261014	FITTER I (ANY IND.)	036	0	1
0198	600380010	FIXTURE MAKER LIGHTING	024	0	1
0190	621381010	FLIGHT-TEST SHOP MECHANIC	060	1	1
0199	864481010	FLOOR LAYER	036	1	1
0202	142081010	FLORAL DESIGNER	012	0	1
0201	622381026	FLR COVER LAYER LOCO CAR	036	0	1
0194	653382010	FOLDING-MACHINE OPERATOR	024	0	1
0026	653360014	FOLDING-MACHINE SETTER	048	0	1
0203	626261010	FORGE-SHOP-MACHINE REPAIRE	036	0	1
0196	611482010	FORGING-PRESS OPERATOR I	012	0	1
0206	860381046	FORM BUILDER (CONST.)	024	0	1
0205	693280010	FORM BUILDER AEROSPACE	048	1	1
0200	619361010	FORMER, HAND (ANY IND.)	024	0	1
0048	575382014	FORMING-MACHINE OPERATOR	048	0	1
0207	011061010	FOUNDRY METALLURGIST	048	0	1
0208	616380010	FOUR-SLIDE-MACHINE SETTER	024	0	1
0204	539362014	FOURDRINIER-MACHINE TENDER	036	0	1
0211	529482010	FREEZER OPERATOR (DAIRY)	012	0	1
0215	730281026	FRETTED-INSTRUMENT REPAIR	036	0	1
0209	620281038	FRONT-END MECHANIC	048	1	1
0922	625281022	FUEL INJECTION SERVICER	048	1	1
0610	638381010	FUEL SYSTEM MAINT. WORKER	024	1	1
0220	783381010	FUR CUTTER (FUR GOODS)	024	0	1
0224	142081014	FUR DESIGNER (FUR GOODS)	048	0	1
0210	783381014	FUR FINISHER (FUR GOODS)	024	0	1
0794	862361010	FURNACE INSTALLER	036	0	1
0678	869281010	FURNACE INSTALLER & REPAIR	048	0	1
0944	512362014	FURNACE OPERATOR	048	0	1
0225	142061022	FURNITURE DESIGNER	048	0	1
0212	763381010	FURNITURE FINISHER	036	1	1
0213	780381018	FURNITURE UPHOLSTERER	048	1	1
0214	783261010	FURRIER (FUR GOODS)	048	0	1
0226	914384010	GAGER (PETROL. PROD.)	024	0	1
0228	670362010	GANG SAWYER, STONE	024	0	1
0917	637261018	GAS APPLIANCE SERVICER	036	0	1
0230	625281026	GAS-ENGINE REPAIRER	048	0	1
0964	862361014	GAS-MAIN FITTER	048	0	1
0331	710381022	GAS-METER MECHANIC I	036	0	1
0232	710381026	GAS-REGULATOR REPAIRER	036	0	1
0594	953384640	GAS UTILITY WORKER	024	0	1
0241	602382010	GEAR HOBBER SET-UP OPERATO	048	0	1
0234	602380010	GEAR-CUTTING MACH SET-UP O	036	0	1
0664	602280010	GEAR-CUTTING-MACH SETUP OP	036	0	1
0242	770281014	GEM CUTTER (JEWELRY)	036	0	1
0217	018167014	GEODETIC COMPUTER	024	0	1
0218	772381010	GLASS BENDER (SIGNS)	048	0	1
0219	772681010	GLASS BLOWER	036	0	1
0768	772281010	GLASS BLOWER, LAB APPRATUS	048	1	1
0714	865684010	GLASS INSTALLER AUTO	024	0	1
0243	772482010	GLASS-BLOWING-LATHE OPERAT	048	0	1
0221	865381010	GLAZIER	036	1	1
0222	779381010	GLAZIER, STAINED GLASS	048	1	1
0984	669587010	GRADER (WOODWORKING)	048	0	1
0010	141061018	GRAPHIC DESIGNER	018	1	1
0934	406683010	GREENSKEEPER II	024	0	1
0244	603482030	GRINDER I (CLOCK & WATCH)	048	0	1
0671	603280018	GRINDER OP TOOL PRECISN	048	0	1
0974	603280030	GRINDER SET-UP OP, UNIVERS	048	1	1
0229	632281010	GUNSMITH	048	1	1
0245	783381018	HARNESS MAKER	036	0	1
0248	730281034	HARPSICHORD MAKER	024	0	1
0253	661381010	HAT-BLOCK MAKER (WOODWORKE)	036	0	1
0591	168364640	HAZARDOUS-WASTE MATERIAL TECH	024	1	1
0831	667662010	HEAD SAWYER	036	1	1
0602	079364641	HEALTH CARE SANITARY TECH	012	0	1
0233	504382014	HEAT TREATER I	048	1	1
0257	007181010	HEAT-TRANSFER TECHNICIAN	048	0	1
0947	612361010	HEAVY FORGER	048	1	1
0835	079224010	HOME HEALTH TECHNICIAN	012	1	1
1001	419224010	HORSE TRAINER	012	0	1
0235	418381010	HORSESHOER	010	0	1
0236	040061038	HORTICULTURIST	036	0	1
0943	381684680	HOUSEKEEPER, COM, RES, IND	012	0	1
0783	626381018	HYDRAUL-PRESS SER AMMU	024	0	1
0237	631261010	HYDROELECTRIC-MACHINERY ME	036	0	1
0238	952362018	HYDROELECTRIC STATION OPER	036	1	1
0239	710381030	HYDROMETER CALIBRATOR	024	0	1

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0240	141061022	ILLUSTRATOR (PROFES & KIN)	048	1	1
0016	142061026	INDUSTRIAL DESIGNER	048	0	1
0259	012267010	INDUSTRIAL ENGINEERING TEC	048	0	1
0246	556382014	INJECTION-MOLDING-MACH OP	012	0	1
0941	168167030	INSPECTOR, BUILDING	036	0	1
0968	710381038	INSPECTOR, MECH & ELECTRIC	048	0	1
0581	168267058	INSPECTOR, MOTOR VEHICLES	024	0	1
0992	168287014	INSPECTOR, QUAL. ASSURANCE	036	1	1
0636	601261010	INSPECTOR,SET-UP & LAY-OUT	048	0	1
0775	710261010	INST REPR ANY INDUSTRY	048	1	1
0252	710281030	INSTR TECH LIGHT,HEAT,PWR	048	0	1
0251	600280010	INSTRUMENT MAKER	048	1	1
0254	600280014	INSTRUMENT MAKER & REPAIR	060	0	1
0644	710281026	INSTRUMENT MECH ANY INDUST	048	1	1
0255	003261010	INSTRUMENTATION TECHNICIAN	048	0	1
0996	711281014	INSTRUMT MECH, WEAPONS SYS	048	1	1
0909	863364014	INSULATION WORKER	048	1	1
0265	142051014	INTERIOR DESIGNER	024	0	1
0579	376267018	INVESTIGATOR, PRIVATE	012	0	1
0270	683662010	JACQUARD-LOOM WEAVER	048	0	1
0258	685381010	JACQUARD-PLATE MAKER	012	0	1
0260	700281010	JEWELER	030	0	1
0261	761381014	JIG BUILDER(WOOD, BOX)	024	0	1
0262	973381018	JOB PRINTER	048	1	1
0263	600380014	JOB SETTER	036	0	1
0264	860381050	JOINER (SHIP & BOAT BLDG.)	048	1	1
0266	563382010	KILN OPERATOR(WOODWORKING)	036	1	1
0273	685360010	KNITTER MECHANIC	048	0	1
0850	689280014	KNITTING-MACHINE FIXER	048	0	1
0267	029361018	LABORATORY ASSISTANT	036	0	1
0521	011281010	LABORATORY ASSISTANT, METALLU	024	0	1
0268	019381010	LABORATORY TECHNICIAN	012	0	1
0269	029261010	LABORATORY TESTER	024	1	1
0271	408161010	LANDSCAPE GARDENER	048	1	1
0574	408684640	LANDSCAPE MANGEMENT TECH	012	0	1
0571	408364640	LANDSCAPE TECHNICIAN	024	0	1
0275	761381018	LAST-MODEL MAKER	048	0	1
0272	842361010	LATHER	036	0	1
0691	629261010	LAUNDRY-MACHINE MECHANIC	036	0	1
0554	716381014	LAY-OUT TECHNICIAN	048	0	1
0825	809281010	LAY-OUT WORKER I(ANY IND.)	048	0	1
0274	819281010	LEAD BURNER	048	1	1
0935	781381018	LEATHER STAMPER	012	0	1
0800	201362010	LEGAL SECRETARY	012	1	1
0280	970661014	LETTERER (PROFESS & KIN)	024	0	1
0276	962362014	LIGHT TECHNICIAN	048	0	1
0281	821361018	LINE ERECTOR	036	1	1

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0282	822381014	LINE INSTALLER-REPAIRER	048	1	1
0283	821261014	LINE MAINTAINER	048	1	1
0284	821361026	LINE REPAIRER	036	0	1
0279	740681010	LINER (POTTERY & PORC.)	036	0	1
0286	650582010	LINOTYPE OPERATOR (PRINT)	060	0	1
0683	651382014	LITHOGRAPH-PRESS OPER II	048	0	1
0063	972381010	LITHOGRAPHIC PLATEMAKER	048	1	1
0289	709281010	LOCKSMITH	048	1	1
0287	910363014	LOCOMOTIVE ENGINEER	048	1	1
0290	661281010	LOFT WORKER (SHIP & BOAT)	048	0	1
0900	454684018	LOGGER, ALL-ROUND	024	1	1
0299	620281042	LOGGING-EQUIPMENT MECHANIC	048	0	1
0632	019167010	LOGISTICS ENGINEER	048	0	1
0841	683260018	LOOM FIXER	036	0	1
0301	638361010	MACHINE ASSEMBLER	024	0	1
0291	600281022	MACHINE BUILDER	030	1	1
0293	638261014	MACHINERY ERECTOR	048	0	1
0302	628281010	MACHINE FIXER (CARPET&RUG)	048	0	1
0305	689260010	MACHINE FIXER (TEXTILE)	036	0	1
0511	616360018	MACHINE OPERATOR, I	012	0	1
0292	638261030	MACHINE REPAIRER, MAINTEN	048	1	1
0327	649380010	MACHINE SET-UP OPER, PAPER	048	0	1
0958	600380018	MACHINE SET-UP OPERATOR	024	1	1
0938	616360022	MACHINE SETTER	048	0	1
0317	600380022	MACHINE SETTER (CLOCK)	048	0	1
0321	669280010	MACHINE SETTER (WOODWORK)	048	0	1
0659	600360010	MACHINE TRY-OUT SETTER	048	0	1
0296	600280022	MACHINIST	048	1	1
0294	600280034	MACHINIST, AUTOMOTIVE	048	1	1
0295	600280038	MACHINIST, EXPERIMENTAL	048	0	1
0297	627261022	MACHINIST, LINOTYPE	048	0	1
0298	623281026	MACHINIST, MARINE ENGINE	048	1	1
0191	714281018	MACHINIST, MOTION-PIC EQUI	024	0	1
0300	623281030	MACHINIST, OUTSIDE (SHIP)	048	1	1
0303	669380014	MACHINIST, WOOD	048	1	1
0304	222587030	MAILER	048	1	1
0308	638281014	MAINT MECH(ANY INDUSTRY)	048	1	1
0307	629281030	MAINT MECH(GRAIN & FEED)	024	0	1
0022	620281046	MAINT MECH(PETRO, CONST)	048	1	1
0311	899261014	MAINT REPAIRER, INDUSTRIAL	048	1	1
0306	600280042	MAINTENANCE MACHINIST	048	1	1
0020	630261010	MAINTENANCE MECH, COMP-GAS	048	0	1
0309	822281018	MAINTENANCE MECHANIC, TELE	042	0	1
0310	899381010	MAINTENANCE REPAIRER, BUIL	024	1	1
0593	187167106	MANAGER, FOOD SERVICE	036	0	1
0578	185167046	MANAGER, RETAIL STORE	036	0	1
0973	861664010	MARBLE FINISHER	024	1	1

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0313	861381030	MARBLE SETTER	036	0	1
0946	806261026	MARINE-SERVICE TECHNICIAN	036	1	1
0856	221167014	MATERIAL COORDINATOR(CLER)	024	1	1
0328	019061014	MATERIALS ENGINEER	060	0	1
0316	316684018	MEAT CUTTER	036	0	1
0777	007161026	MECH-ENGINEERING TECHNICN	036	1	1
0318	621381014	MECHANIC, AIRCRAFT ACCESS	048	1	1
0319	620381014	MECHANIC, ENDLESS TRACK VE	048	0	1
0320	621281026	MECHANIC, FIELD & SERVICE	048	1	1
0153	620281050	MECHANIC, INDUSTRIAL TRUCK	048	1	1
0337	620381018	MECHANICAL-UNIT REPAIRER	048	0	1
0751	201362014	MEDICAL SECRETARY	012	1	1
0338	712261010	MEDICAL-APPARATUS MODEL MK	024	0	1
0323	078381014	MEDICAL-LABORATORY TECHNIC	024	1	1
0325	619360014	METAL FABRICATOR	048	1	1
0329	823281018	METEOROLOGICAL EQUIP REPR	048	1	1
0940	025062010	METEOROLOGIST	036	1	1
0332	710281034	METER REPAIRER (ANY IND.)	036	0	1
0333	521662010	MILLER, WET PROCESS	036	0	1
0334	605280010	MILLING-MACHINE SET-UP OP	030	0	1
0335	638281018	MILLWRIGHT	048	1	1
0350	622381030	MINE-CAR REPAIRER	024	0	1
0354	939281010	MINER I (MINING & QUARRY)	012	0	1
0358	693381014	MOCK-UP BUILDER (AIRCRAFT)	048	0	1
0343	777381014	MODEL & MOLD MKR(BRICK)	024	0	1
0344	777381018	MODEL & MOLD MKR, PLASTER	048	0	1
0339	709381014	MODEL BUILDER(FURN)	024	0	1
0363	693380010	MODEL MAKER (CLOCK & WATCH)	048	0	1
0341	693361010	MODEL MAKER(AIRCRAFT)	048	1	1
0773	709381018	MODEL MAKER(JEWELRY)	048	0	1
0340	777281014	MODEL MAKER(POTTERY)	024	0	1
0780	600260018	MODEL MAKER, FIREARMS	048	0	1
0846	806280540	MODEL MAKER, METAL(AUTO.)	048	0	1
0342	661380010	MODEL MAKER, WOOD	048	1	1
0347	777381022	MOLD MAKER II (JEWELRY)	024	0	1
0346	700381034	MOLD MAKER I(JEWELRY)	048	0	1
0345	777681010	MOLD MAKER(POTTERY)	036	0	1
0116	601280030	MOLD MAKER, DIE-CAST & P	048	0	1
0348	556380010	MOLD SETTER	012	0	1
0349	518361010	MOLDER	048	0	1
[illegible]351	693381022	MOLDER, PATTERN (FOUNDRY)	024	0	1
0367	650582014	MONOTYPE-KEYBOARD OPERATOR	036	0	1
0352	861361014	MONUMENT SETTER (CONST.)	048	0	1
0353	779381014	MOSAIC WORKER	036	0	1
0932	850663022	MOTOR-GRADER OPERATOR	036	1	1
0355	623281038	MOTORBOAT MECHANIC	036	0	1
0356	620281054	MOTORCYCLE REPAIRER	036	0	1

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0931	616260014	MULT-OPER FORM MACH SET	048	0	1
0369	078362540	MULTI-COMPETENT CLIN ASST	024	1	1
0371	612462010	MULTI-OPERATION MACHINE OP	036	0	1
0692	824281018	NEON-SIGN SERVICER	060	0	1
1010	011261018	NONDESTRUCTIVE TESTER	012	0	1
0845	609662010	NUMERICAL-CONTROL-MACH OP	048	1	1
0824	355674014	NURSE AIDE	012	1	1
0837	079374014	NURSE, LICENSED PRACTICAL	012	1	1
0359	633281018	OFFICE-MACHINE SERVICER	036	1	1
0537	971381018	OFFSET-PLATE MAKER	048	0	1
0361	651482010	OFFSET-PRESS OP(PRINT & PUB)	048	1	1
0966	862281018	OIL-BURNER-SERVICER & INST	024	0	1
0364	629381014	OIL-FIELD EQUIP MECHANIC	024	0	1
0365	859683010	OPERATING ENGINEER	036	1	1
0250	711381010	OPTICAL-INSTRUMENT ASSEMBL	024	1	1
0032	716280014	OPTICIAN(OP GOODS,RET.TR.)	060	1	1
0377	716280008	OPTICIAN (OPTICAL GOODS)	048	0	1
0370	713361014	OPTICIAN-DISPENSING I	048	0	1
0089	299474010	OPTICIAN-DISPENSING II	024	0	1
0388	007161030	OPTOMECHANICAL TECHNICIAN	048	0	1
0372	632261018	ORDNANCE ARTIFICER(GOV)	036	1	1
0373	809381022	ORNAMENTAL-IRON WORKER	036	1	1
0374	619260008	ORNAMENTAL-METAL WORKER	048	0	1
0910	788261010	ORTHO-BOOT-SHOE DES MAKER	060	0	1
0911	712381034	ORTHOTICS TECHNICIAN	012	1	1
0458	078261018	ORTHOTIST	060	1	1
0375	712381030	ORTHODONTIC TECHNICIAN	024	0	1
0378	623281042	OUTBOARD-MOTOR MECHANIC	024	0	1
0380	806281046	OUTSIDE PRODUCTION INSPECT	048	0	1
0384	628261010	OVERHAULER (TEXTILE)	024	0	1
0379	840381010	PAINTER	036	1	1
0626	144061010	PAINTER(PROFESS. & KIN.)	024	0	1
0383	970381022	PAINTER, HAND (ANY IND.)	036	0	1
0385	840381018	PAINTER, SHIPYARD (SHIP)	036	1	1
0386	970381026	PAINTER, SIGN	048	1	1
0381	845381014	PAINTER, TRANS EQUIP	036	1	1
0389	605382022	PANTOGRAPH-MACH SET UP OP	024	0	1
0390	841381010	PAPERHANGER	024	1	1
1003	119267026	PARALEGAL ASSISTANT	036	1	1
0543	079374520	PARAMEDIC	024	1	1
0392	979381018	PASTE-UP COPY-CAMERA OPER	036	0	1
0710	781381026	PATTERNMAKER(TEXTILES)	036	0	1
0923	754381014	PATTERNMAKER, PLASTICS	036	0	1
0394	693281014	PATTERNMAKER(SPRING)	048	0	1
0796	703381010	PATTERNMAKER(STONE)	048	0	1
0857	693280014	PATTERNMAKER, ALL AROUND	060	0	1
0395	600280050	PATTERNMAKER, METAL	060	1	1

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0396	695281018	PATTERNMAKER, METAL,BENCH	060	0	1
0397	777381030	PATTERNMAKER, PLASTER	042	1	1
0398	661281022	PATTERNMAKER, WOOD	060	1	1
0982	502384010	PEWTER CASTER	036	0	1
0986	700381581	PEWTER FABRICATOR	048	0	1
0983	700281026	PEWTER FINISHER	024	0	1
0987	700381582	PEWTER TURNER	048	0	1
0988	700261010	PEWTERER	024	0	1
0844	074381010	PHARMACIST ASSISTANT	012	0	1
0924	714281022	PHOTO-EQUIPMENT TECHNICIAN	036	0	1
0285	203582042	PHOTOCOMPOSING-PERFORAT-MA	024	0	1
0399	971381022	PHOTOENGRAVER	060	0	1
0400	971381030	PHOTOENGRAVING FINISHER	060	1	1
0401	971381034	PHOTOENGRAVING PRINTER	060	1	1
0402	971381038	PHOTOENGRAVING PROOFER	060	0	1
0546	018260580	PHOTOGRAMMETRIC TECHNICIAN	036	0	1
0405	971382014	PHOTOGRAPHER, PHOTOENGRAVING	072	1	1
0912	970281018	PHOTOGRAPHER RETOUCHER	036	0	1
0685	972382014	PHOTOGRAPHER, LITHOGRAPHIC	060	1	1
0955	143062022	PHOTOGRAPHER, MOTION PICTU	036	1	1
0403	143062030	PHOTOGRAPHER, STILL	036	1	1
0563	714281026	PHOTOGRAPHIC EQUIP MAINTEN	036	1	1
0407	714381018	PHOTOGRAPHIC-PLATE MAKER	048	0	1
0408	730281038	PIANO TECHNICIAN	048	0	1
0793	730361010	PIANO TUNER	036	0	1
0623	197133026	PILOT, SHIP	036	0	1
0387	829381010	PINSETTER ADJUSTER, AUTOMA	036	0	1
0985	638261022	PINSETTER MECH, AUTOMATIC	024	0	1
0411	863381014	PIPE COVER & INS(SHIP,BOAT)	048	0	1
0414	862281022	PIPE FITTER(ANY INDUSTRY)	048	1	1
0417	730281042	PIPE-ORGAN BUILDER	036	0	1
0412	862261010	PIPE-FITTER(SHIP & BOAT)	048	0	1
0388	730361014	PIPE-ORGAN TUNER & REPAIR	048	0	1
0961	570682014	PLANT OPERATOR	036	1	1
0393	559362026	PLANT OPERATOR, FURNACE PR	048	0	1
0404	777381038	PLASTER-PATTERN CASTER	060	0	1
0423	842361018	PLASTERER	024	1	1
0426	601381026	PLASTIC TOOL MAKER	048	0	1
0843	601381030	PLASTIC-FIXTURE BUILDER	048	0	1
0186	754381018	PLASTICS BENCH MECHANIC	024	1	1
0427	659360010	PLATE FINISHER (PRINT)	072	0	1
0430	651362018	PLATEN-PRESS OPERATOR	048	0	1
0431	500380010	PLATER	036	1	1
0432	862381030	PLUMBER	048	1	1
0959	621381022	PNEUMATIC TESTER & MECH	030	1	1
0434	630281010	PNEUMATIC-TOOL REPAIRER	048	0	1
0435	630281014	PNEUMATIC-TUBE REPAIRER	024	0	1

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0406	079374018	PODIATRIC ASSISTANT	024	0	1
0437	375263014	POLICE OFFICER I	024	1	1
0901	667682050	PONY EDGER (SAWMILL)	024	1	1
0596	243367014	POST-OFFICE CLERK	024	1	1
0439	774382010	POTTERY-MACHINE OPERATOR	036	0	1
0440	952382018	POWER-PLANT OPERATOR	048	1	1
0441	625281030	POWER-SAW MECHANIC	036	0	1
0442	821361034	POWER-TRANSFORMER REPAIRER	048	0	1
0443	631261014	POWERHOUSE MECHANIC	048	1	1
0410	828381014	PRECISION ASSEMBLER	036	0	1
0962	706681010	PRECISION ASSEMBLER, BENCH	024	0	1
0277	716382018	PRECISION-LENS GRINDER	048	1	1
0925	627281010	PRESS MAINTAINER	048	0	1
0928	617260010	PRESS OPERATOR HEAVY DUTY	048	0	1
0452	651382026	PRINTER, PLASTIC	048	0	1
0451	659662010	PRINTER-SLOTTER OPERATOR	048	1	1
0679	972281010	PROCESS ARTIST	060	1	1
0557	921363640	PROCESS/SHIPPING TECHNICIAN	048	0	1
0913	962167014	PROGRAM ASSISTANT	036	1	1
0949	020167022	PROGRAMER, ENGR & SCIENTIF	048	1	1
0811	020162014	PROGRAMMER, BUSINESS	024	1	1
0413	976381018	PROJECT PRINTER (PHOTOFIN)	048	0	1
0288	651582010	PROOF-PRESS OPERATOR	060	1	1
0415	973381030	PROOFSHEET CORRECTOR (PRI)	048	0	1
0455	962281010	PROP MAKER (AMUSE & REC)	048	0	1
0456	721281026	PROPULSION-MOTOR & GENERAT	046	0	1
0416	930382018	PROSPECTING DRILLER (PETR)	024	0	1
0376	712381038	PROSTHETICS TECHNICIAN	048	1	1
0418	078261022	PROSTHETIST (PER PROTEC)	060	1	1
0459	822361018	PROTECTIVE-SIGNAL INSTALLE	048	1	1
0006	822361022	PROTECTIVE-SIGNAL REPAIRER	036	1	1
0646	822381018	PRVTE-BRNCH-EXC INST TEL	048	0	1
1006	822281022	PRVTE-BRNCH-EXC REPAIRER	048	1	1
0419	637281010	PUMP ERECTOR (CONST.)	024	0	1
0933	630281018	PUMP SERVICER	036	0	1
0950	914382014	PUMPER-GAGER	036	1	1
0948	162157038	PURCHASING AGENT	048	0	1
0461	551362010	PURIFICATION OPERATOR	048	0	1
0936	701261010	QUALITY-CONTROL INSPECTOR	024	1	1
0462	012261014	QUALITY-CONTROL TECHNICIAN	024	1	1
1007	199167010	RADIATION MONITOR	048	0	1
0465	823261018	RADIO MECHANIC (ANY IND.)	036	1	1
0466	720281010	RADIO REPAIRER (ANY IND.)	048	0	1
0952	193262026	RADIO STATION OPERATOR	048	1	1
0468	199361010	RADIOGRAPHER	048	0	1
0926	194362010	RECORDING ENGINEER	024	0	1
0420	552362018	RECOVERY OPERATOR (PAPER)	012	0	1

DOT - Dictionary of Occupational Titles
BAT 1 - Occupation Approved by The Bureau
* - Newly Added Occupations
Occupation Title - Title From the DOT

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AMS	DOT CODE	OCCUPATION TITLE	TERM	NS	BAT
0807	620281087	RECREATIONAL VEHICLE MECH	048	0	1
0852	549260010	REFINERY OPERATOR	036	0	1
0666	637261026	REFRIG MECH (ANY IND)	036	1	1
0918	637381014	REFRIG UNIT REPAIRER	036	0	1
0471	801684026	REINFORCING METAL WORKER	036	0	1
0975	821261018	RELAY TECHNICIAN	024	0	1
0687	729281038	RELAY TESTER	048	0	1
0674	630261018	REPAIRER I(CHEM)	048	0	1
0421	701381010	REPAIRER, HANDTOOLS	042	0	1
0997	620381022	REPAIRER, HEAVY	024	0	1
0422	626384010	REPAIRER, WELDING EQUIPMEN	024	0	1
1005	626261014	REPAIRER, WELDING SYS & EQ	042	0	1
0092	976361010	REPRODUCTION TECHNICIAN	012	0	1
0788	002280010	RESEARCH MECH(AIRCRAFT)	048	0	1
0564	860381640	RESIDENTIAL CARPENTER	024	0	1
0424	719361010	RETICLE INSPECTOR	048	0	1
0472	970381030	RETOUCHER, PHOTOENGRAVING	060	1	1
0474	921260010	RIGGER	036	1	1
0473	806261014	RIGGER (SHIP & BOAT BLDG.)	024	0	1
0475	693281026	ROCKET-ENGINE MECHANIC	048	0	1
0425	621281030	ROCKET-ENGINE-COMPONENT ME	048	0	1
0428	619462010	ROLL THREADER OPERATOR	012	0	1
0795	979681018	ROLLER ENGRAVER HAND	024	0	1
0480	866381010	ROOFER	036	1	1
0481	651362026	ROTOGRAVURE-PRESS OPERATOR	048	0	1
0429	559381014	RUBBER TESTER (RUBBER GOODS)	048	0	1
0484	733381014	RUBBER-STAMP MAKER	048	0	1
0485	630281030	RUBBERIZING MECHANIC	048	0	1
0433	369384014	RUG CLEANER, HAND	012	0	1
0487	783381026	SADDLE MAKER (LEATHER)	024	0	1
0488	869381022	SAFE & VAULT SERVICE MECH	048	0	1
0753	279357062	SALESPERSON, PARTS	024	0	1
0490	600280054	SAMPLE MAKER, APPLIANCES	048	0	1
0436	785361018	SAMPLE STITCHER (GARMENT)	048	0	1
0491	693380014	SAMPLE-BODY BLDR(AUTO)	048	0	1
0493	673382010	SANDBLASTER, STONE	036	0	1
0495	701381014	SAW FILER (ANY IND.)	048	1	1
0496	601381034	SAW MAKER (CUT. & TOOLS)	036	0	1
0497	633281026	SCALE MECHANIC	048	1	1
0855	972282010	SCANNER OPERATOR	024	0	1
0520	979684034	*SCREEN PRINTER	024	1	1
0502	604380022	SCREW-MACH SET-UP OP PROD	048	1	1
0506	604280018	SCREW-MACH SET-UP OP SING	036	0	1
0444	604382014	SCREW-MACHINE OP SINGLE SP	036	0	1
0500	604382010	SCREW-MACHINE OPERATOR MU	048	0	1
0445	201362026	SCRIPT SUPERVISOR(MOT PIC)	018	0	1
0446	807381022	SERVICE MECHANIC(AUTO MFG)	024	0	1

AMS = Apprenticeship Management System
TERM = Training Term in Months
NS 1 = Occupation with National Standards
0 = Occupation without National Standards

AMS	DOT CODE	OCCUPATION TITLE	TERM	NS	BAT
0615	821564640	SERVICE PLANNER	048	0	1
0508	639281018	SEWING MACHINE REPAIRER	036	1	1
0510	804281010	SHEET METAL WORKER	048	1	1
0513	806381046	SHIPFITTER (SHIP & BOAT)	048	1	1
0611	623281720	SHIP PROPELLER FINISHER	036	1	1
0979	860381058	SHIPWRIGHT (SHIP & BOAT)	048	1	1
0514	365361014	SHOE REPAIRER	036	1	1
0812	788381014	SHOEMAKER, CUSTOM	036	0	1
0524	716280561	SHOP OPTICIAN, BENCHROOM	048	0	1
0526	716280560	SHOP OPTICIAN, SURFACE RKRM	048	0	1
0515	785361022	SHOP TAILOR (GARMENT)	048	0	1
0447	979381030	SIDEROGRAPHER (PRT & PUB)	060	0	1
0517	869381026	SIGN ERECTOR 1	048	1	1
0518	970281022	SIGN WRITER, HAND	012	0	1
0942	822281026	SIGNAL MAINTAINER (RR & T)	048	0	1
0519	979681022	SILK-SCREEN CUTTER	036	1	1
0522	700281022	SILVERSMITH(SILVERWARE)	036	0	1
0448	979381034	SKETCH MAKER I (PRT & PUB)	060	0	1
0523	972381018	SKETCH MAKER II (PRINT)	048	0	1
0993	806381054	SKIN FITTER	048	1	1
0525	625281034	SMALL-ENGINE MECHANIC	024	0	1
0449	861381034	SOFT-TILE SETTER (CONST)	036	0	1
0450	040261010	SOIL-CONSERVATION TECHNIC	036	0	1
0453	700381050	SOLDERER (JEWELRY)	036	0	1
0527	194262018	SOUND MIXER	048	0	1
0528	829281022	SOUND TECHNICIAN	036	0	1
0530	619362018	SPINNER, HAND	036	0	1
0457	616260018	SPRING COILING MACHINE SET	048	0	1
0532	616280010	SPRING MAKER	048	0	1
0533	619380018	SPRING REPAIRER, HAND	048	0	1
0534	619280018	SPRING-MANUFACTRG SET-UP	048	0	1
0521	962261014	STAGE TECHNICIAN	036	0	1
0382	142061054	STAINED GLASS ARTIST	048	0	1
0647	822261022	STATION INSTALLER & REPR	048	1	1
0536	950382026	STATIONARY ENGINEER	048	1	1
0460	862361022	STEAM SERVICE INSPECTOR	048	0	1
0785	651382030	STEEL-DIE PRINTER	048	0	1
0463	970381038	STENCIL CUTTER	024	0	1
0538	974382014	STEREOTYPER	072	0	1
0467	637281014	STOKER ERECTOR AND SERVICE	048	0	1
0539	771281014	STONE CARVER	036	0	1
0017	673382018	STONE POLISHER, MACHINE	036	0	1
0312	700381054	STONE SETTER (JEWELRY)	048	0	1
0470	674662010	STONE-LATHE OPERATOR	036	0	1
0542	771381014	STONECUTTER, HAND	036	0	1
0540	861381038	STONEMASON	036	0	1
0545	824381010	STREET-LIGHT SERVICER	048	0	1

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AMS	DOT CODE	OCCUPATION TITLE	TERM	NS	BAT
0726	971381050	STRIPPER	060	1	1
0064	972381022	STRIPPER, PHOTOLITHOGRAPHIC	048	1	1
0669	801361014	STRUCTURAL-STEEL WORKER	036	1	1
0553	952362026	SUBSTATION OPERATOR	048	0	1
0566	248167010	SUPERCARGO (WATER TRANS.)	024	0	1
0478	775281010	SURFACE-PLATE FINISHER	024	0	1
0551	018167034	SURVEYOR ASSIST., INSTRUMENTS	024	0	1
0838	891684018	SWIMMING-POOL SERVICER	024	0	1
0801	952362034	SWITCHBD OP(LIGHT,HEAT,PWR)	036	0	1
0558	801361022	TANK SETTER (PETROL PROD)	024	0	1
0559	601280034	TAP-AND-DIE-MAKER TECH	048	0	1
0560	720281014	TAPE-RECORDER REPAIRER	048	0	1
0561	842664010	TAPER	024	0	1
0562	199261010	TAXIDERMIST (PROFES & KIN)	036	0	1
0552	822281034	TECHNICIAN, SUBMARINE CABL	024	0	1
0618	823281720	TELECOMMUNICATIONS TECHNICIAN	048	0	1
1002	379362018	TELECOMMUNICATOR	048	0	1
0951	203582050	TELEGRAPHIC-TYPEWRITER OP	036	1	1
0565	720281018	TELEVISION & RADIO REPR	048	1	1
0566	821281010	TELEVISION CABLE INSTALLER	012	1	1
0567	601381038	TEMPLATE MAKER	048	0	1
0123	601280038	TEMPLATE MKR, EXTRUSION DIE	048	0	1
0972	861664014	TERRAZZO FINISHER	024	1	1
0568	861381046	TERRAZZO WORKER	036	0	1
0483	019161014	TEST TECH (PROFESS. & KIN)	060	1	1
0482	029261018	TEST-ENGINE OPERATOR	024	0	1
0956	029261022	TESTER	036	0	1
0572	822261026	TESTING & REGULATING TECH	054	0	1
0489	710384030	THERMOMETER TESTER	012	0	1
0971	861664018	TILE FINISHER	024	1	1
0573	861381054	TILE SETTER	036	1	1
0575	550381014	TINTER (PAINT & VARNISH)	024	0	1
0580	007061026	TOOL DESIGNER	048	1	1
0582	701381018	TOOL GRINDER I	036	0	1
0584	601280042	TOOL MAKER	048	1	1
0585	601281026	TOOL MAKER, BENCH	048	1	1
0586	601280046	TOOL-AND-DIE MAKER	048	1	1
0587	007167022	TOOL-DRAWING CHECKER	048	0	1
0765	603280038	TOOL-GRINDER OPERATOR	048	0	1
0588	601280054	TOOL-MACHINE SET-UP OPERAT	036	1	1
0589	620281058	TRACTOR MECHANIC	048	0	1
0590	724381018	TRANSFORMER REPAIRER	048	0	1
0592	620281062	TRANSMISSION MECHANIC	024	0	1
0847	630281038	TREATMENT-PLANT MECHANIC	036	1	1
0595	408181010	TREE SURGEON (AGRIC.)	036	0	1
0607	408664010	TREE TRIMMER(Line Clearance)	024	0	1
0805	822361030	TROUBLE LOCATOR TEST DESK	024	0	1

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AMS	DOT CODE	OCCUPATION TITLE	TERM	NS	BAT
0858	821261026	TROUBLE SHOOTER II	046	0	1
0980	905663014	TRUCK DRIVER, HEAVY	018	0	1
0598	807281010	TRUCK-BODY BUILDER	048	1	1
0014	921663062	TRUCK-CRANE OPERATOR	036	1	1
1004	079167580	TUMOR REGISTRAR	024	0	1
0600	620281066	TUNE-UP MECHANIC	024	1	1
0601	952362042	TURBINE OPERATOR	048	0	1
1021	604280022	TURRET-LATHE SET-UP OPER	048	0	1
0606	780681010	UPHOLSTERER, INSIDE (FURN)	036	1	1
0492	730281046	VIOLIN MAKER, HAND	048	0	1
0612	652662014	WALLPAPER PRINTER I	048	0	1
0494	346361010	WARDROBE SUPERVISOR	024	0	1
0614	955382014	WASTE-TREATMENT OPERATOR	024	0	1
0507	955362010	WASTEWATER-TREATMT-PLANT OP	024	1	1
0616	715281010	WATCH REPAIRER	048	1	1
0619	954382014	WATER TRT PLT OP WATER WKS	036	1	1
0001	025267014	WEATHER OBSERVER	024	0	1
0667	651362030	WEB-PRESS OPERATOR	048	0	1
0620	810384014	WELDER, ARC	048	1	1
0622	819384010	WELDER, COMBINATION	036	1	1
0627	819361010	WELDER-FITTER	048	0	1
0498	011261014	WELDING TECHNICIAN	048	0	1
0945	810382010	WELDING-MACHINE OPER, ARC	036	1	1
0629	859362010	WELL-DRILL OPER CONSTR	048	0	1
0544	452364640	WILDLAND FIRE FIGHTER SPEC.	018	1	1
0357	730281054	WIND-INSTRUMENT REPAIRER	048	0	1
0499	827381014	WIND-TUNNEL MECHANIC	048	0	1
0034	183161014	WINE MAKER (VINOUS LIQUOR)	024	0	1
0501	677462014	WIRE SAWYER (STONEWORK)	024	0	1
0504	616382014	WIRE WEAVER, CLOTH	048	0	1
0633	729281042	WIRER (OFFICE MACH.)	024	0	1
0505	664382014	WOOD-TURNING-LATHE OPER	012	0	1
0919	729281046	X-RAY EQUIP TESTER	024	0	1

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APPENDIX D

LIST OF NONTRADITIONAL OCCUPATIONS FOR WOMEN: 1991 and 1993

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington D.C. 20210

NONTRADITIONAL OCCUPATIONS FOR WOMEN IN 1991*
(numbers in thousands)

Occupations	No. Employed (Both Sexes)	No. Employed (Female)	Percent (Female)
Athletes	77	19	24.7
Precision production occupations	3,782	877	23.2
Photographers	136	31	23.0
Sales representatives, commodities, except retail	1,601	359	22.4
Guards	799	173	21.6
Farm workers	883	189	21.4
Announcers	60	13	21.3
Physicians	575	116	20.1
Administrators, protective service	52	10	18.9
Lawyers and judges	772	146	18.9
Engineering and related technologists and technicians	947	174	18.4
Barbers	104	19	18.3
Handlers, equipment cleaners, helpers, and laborers	4,597	806	17.5
Architects	127	22	17.1
Farm operators and managers	1,250	206	16.5
Police and detectives	870	122	14.0
Motor vehicles operators	3,680	390	10.6
Geologists and geodesists	57	6	10.5
Dentists	150	15	10.1
Supervisors, police and detectives	95	9	9.4
Clergy	331	31	9.3
Engineers	1,846	152	8.2
Supervisor, related agricultural occupations	65	4	6.7
Forestry and logging occupations	112	6	5.6
Groundskeepers and gardeners, except farm	890	49	5.5
Construction inspectors	67	3	4.9
Material moving equipment operators	1,022	43	4.2
Mechanics and repairers	4,427	163	3.7
Fishers, hunters, and trappers	59	2	3.6
Firefighting and fire prevention	220	5	2.3
Transportation occupations, except motor vehicles	176	4	2.3
Construction trades	4,808	88	1.8

*Nontraditional occupations are any that women comprise 25 percent or less of the total employed.

Women's Bureau
DSEA
February 1992

The Voice of Working Women for 70 Years
1920 - 1990

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210

NONTRADITIONAL OCCUPATIONS FOR WOMEN IN 1993*
(numbers in thousands)

Occupations	No. Employed (Both Sexes)	No. Employed (Female)	Percent (Female)
Athletes	80	19	23.9
Guards	836	200	23.9
Precision production occupations	3,758	888	23.6
Lawyers and judges	815	185	22.7
Barbers	86	19	22.1
Physicians	605	132	21.8
Correctional Institution Officers	295	64	21.7
Sales representatives, commodities, except retail	1,538	323	21.0
Farm workers	801	160	20.0
Sheriffs, Baliffs, and other law enforcement officers	117	23	19.5
Architects	123	23	18.7
Handlers, equipment cleaners, helpers, and laborers	4,619	843	18.3
Engineering and related technologists and technicians	870	155	17.8
Funeral Directors	51	9	17.6
Police and Detectives	923	148	16.0
Announcers	46	7	15.2
Farm operators and managers	1,170	167	14.3
Supervisor, related agricultural occupations	1,092	155	14.2
Clergy	350	40	11.4
Motor Vehicles Operators	3,825	413	10.8
Dentists	152	16	10.5
Engineers	1,716	148	8.6
Forestry and Logging occupations	132	8	6.1
Fishers, hunters, and trappers	61	3	4.9
Construction Inspectors	64	3	4.7
Material moving equipment operators	1,009	46	4.6
Transportation occupations, except motor vehicles	170	7	4.1
Airplane pilots and navigators	101	4	4.0
Firefighting and fire prevention	208	8	3.8
Mechanics and Repairers	4,416	156	3.5
Construction trades	5,004	95	1.9
Extractive occupations	148	3	1.8

*Nontraditional occupations are any that women comprise 25 percent or less of the total employed.

Women's Bureau
DSEA
February 1994

Note. From Directory of nontraditional training and employment programs serving women (Report No. 1991-282-148/54601), (pp. 123-131), by US Department of Labor, Women's Bureau, 1991, Washington, DC: GPO.

APPENDIX E

LIST OF SURVEY REVIEWERS

REVIEWERS OF PILOT SURVEY

ANNE ABEND BROPHY: Vocational Instructor, Los Angeles Unified Schools; Journeylevel Operating Engineer; Board of Directors, Southern California Tradeswomen Network

JAN BARDIN: Journeylevel Electrician, West Palm Beach, Florida; Apprenticeship Instructor

TOM GARRISON: Editorial Director, The International Academy of Santa Barbara, Current World Leaders; Editorial Director, Pacific Communications, Guide to Political Videos

JESUSITA GARZA: Journeylevel Electrician; Tradeswoman Consultant, Wilder Opportunities for Women, Mission Valley College, Freemont, CA

GRACE HARPER: Chief Plumbing Inspector (Journeylevel Plumber), City of Los Angeles; DPA candidate

DR. JAMES HEIDEMAN: Assistant Professor, Engineering and Technology, California State University, Los Angeles; PhD in Instructional Technology, Wayne State University, Detroit, Michigan, 1991

MARY MALONE: Journeylevel Electrician, Lexington, Kentucky; Apprenticeship Instructor, Union Officer

VIVIAN PRICE: Journeylevel Electrician, Union Officer; PhD Candidate in Political Science; Board of Directors, Southern California Tradeswomen Network; Member Electric Women in Los Angeles

LLIANE RODGERS: Apprentice Auto Mechanic; Supervisor, Chevron Corporation; Commissioner, Commissioner for Sex Equity, Los Angeles Unified School District; Board of Directors, Southern California Tradeswoman Network

CHRISTINA SIMMS: Labor Advocate; Nineteen Years Experience in the Electrical Industry, Technical and Management; Master's of Business Law

PHYLLIS TURNER: Journeylevel Electrical Supervisor, Detroit Schools; National Tradeswoman Representative to the US Labor Department Oversight Committee

APPENDIX F

SPECIAL MEMO FROM NATIONAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE (NJATC) AND PARTICIPATION FORM

National Joint Apprenticeship and Training Committee
for the Electrical Industry

A.J.Pearson, *Executive Director*
16201 Trade Zone Avenue Suite 105 • Upper Marlboro, MD 20772
Phone 301-249-2042 • Fax 301-249-4961

SPECIAL MEMO

DATE: January 31, 1995

TO: All Training Directors

FROM: A. J. Pearson, Executive Director

SUBJECT: Assessment of Women in our Trade

PURPOSE: To Determine How We Might Increase Retention of Women in the Trade

Why are high percentages of women leaving the Trade? At its last two meetings, the NJATC has discussed this question at length. We will now begin our pursuit of the answer to this important question; however, we will need your help to conduct an accurate study.

In our quest for the answer as to why so many women are leaving the Trade in comparison to men, we discovered that one of our female members is conducting a research project to complete a Masters. She contacted the NJATC and asked for our assistance. After reviewing her proposal and survey, we made some suggestions for change. It is now our opinion that the survey could be beneficial to some of our JATCs in dealing with the problems women encounter in our trade.

To make this study a success, we are asking that every Training Director participate. ***We simply ask that you determine how many women (apprentices and journeymen) you can and will ask to complete the form.*** **You must then provide this figure to the NJATC on or before February 13, 1995.** We would like to see **ALL WOMEN**, apprentices and journeymen alike, complete the form.

After you provide the NJATC with the number of survey forms you will need to distribute to the women in your area, then the NJATC will provide you with that number of surveys to distribute. We will also provide self-addressed, stamped envelopes for the return of the form, without it going through either the local JATC or the NJATC's hands.

We do feel that this research is important to you, as well as your affirmative action efforts. Your participation is truly an indication of our making positive efforts to determine any problems that may need our attention in this matter. Please review the form and advise if you are willing to participate.

Your attention to the FEBRUARY 13, 1995, deadline is greatly appreciated. I am sure that you will want to be part of this effort; therefore, we would like to thank you for your cooperation and contribution to the project. A summary of the survey will be provided to all Training Directors for their work in affirmative action.

PLEASE COMPLETE THE ENCLOSED FORM AND RETURN IT TO THE NJATC BY FAX OR MAIL ON OR BEFORE *FEBRUARY 13, 1995.*

BEST COPY AVAILABLE

National Joint Apprenticeship and Training Committee
for the Electrical Industry

A.J.Pearson, *Executive Director*
16201 Trade Zone Avenue Suite 105 • Upper Marlboro, MD 20772
Phone 301-249-2042 • Fax 301-249-4961

WOMEN IN THE TRADE PARTICIPATION FORM

Completing this form is your indication that you would like to participate in this research project to learn what affirmative action a JATC might take to increase the number of female applicants and what might be learned so we can work to increase retention among women in the Trade.

Those JATCs participating in this research will be provided a summary of the compiled data resulting from the research which will fit nicely into your affirmative action file. Of course, the larger the number of programs participating, the better and more valid the study. Please consider the benefits of participating.

If you will participate in the study, you must provide the information requested below and return this form to the NJATC before **February 13, 1995**.

COMPLETE THE FOLLOWING

JATC Name: ______________________________

JATC - NJATC Program # ____________

1) _____ How many women are working as Journeymen Wiremen in your area that you can and will provide a survey form to?

2) _____ How many women are currently indentured as apprentices in your program?

3) _____ How many women are working as maintenance electricians in your area that you can and will send a survey form to?

4) _____ How many women have been terminated or voluntarily left your program in the past five years that you can send a survey form to?

5) _____ How many women have left the trade after having completed their apprenticeship that you are willing to send a form to?

6) Yes or No (Please circle) I wish to receive a copy of the summary results of this study.

These questions are necessary to help determine the number of survey forms we will provide you to complete this study. Do not use the sample form enclosed.

We will mail you enough packets to distribute to these individuals. Each package will contain self addressed, stamped envelopes for the women completing the survey to use for returning the survey forms.

PLEASE RETURN THIS FORM TO THE NJATC TODAY

FEBRUARY 13, 1995 DEADLINE

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APPENDIX G

SURVEY OPINIONNAIRE AND INFORMED CONSENT FORM

UNION WOMEN ELECTRICIANS:

ON THE JOB AND IN THE CLASSROOM

NOTE: Be sure to carefully separate the INFORMED CONSENT FORM from the six page survey. Mail the two items in the appropriate envelopes.

Thank you for taking time to complete this survey. Please return the completed survey in the stamped self-addressed envelope by March 30, 1995. Any additional comments are welcomed and encouraged. All answers are strictly confidential and names will not be attached to the answers.

In the questions below, circle the answer that best describes your opinion.

Strongly agree	almost always true
agree	generally or most of the time true
disagree	generally not true most of the time
strongly disagree	almost always false

1. **I receive job assignments at the worksite based on my ability.**

   strongly agree   agree   disagree   strongly disagree

2. **Women of color have the same opportunities as white women for promotion.**

   strongly agree   agree   disagree   strongly disagree

3. **I am treated less than equal on the job because of my sex.**

   strongly agree   agree   disagree   strongly disagree

4. **I am treated less than equal on the job because of my race or ethnic background.**

   strongly agree   agree   disagree   strongly disagree

Strongly agree	almost always true
agree	generally or most of the time true
disagree	generally not true most of the time
strongly disagree	almost always false

5. **My tool partners have little or no trouble accepting me as a working partner.**

   strongly agree   agree   disagree   strongly disagree

6. **My on the job training has been the same as men receive.**

   strongly agree   agree   disagree   strongly disagree

7. **Contractors do not want to hire me because I am a woman.**

   strongly agree   agree   disagree   strongly disagree

8. **Contractors do not want to hire me because of my race or ethnic background.**

   strongly agree   agree   disagree   strongly disagree

9. **Women of color are treated the same as white women on the job.**

   strongly agree   agree   disagree   strongly disagree

10. **Men of my race or ethnic group are more supportive than men outside my race or ethnic group.**

    strongly agree   agree   disagree   strongly disagree

11. **As a woman electrician, I am often thought of as a lesbian.**

    strongly agree   agree   disagree   strongly disagree

You may have experienced these incidents on the job. Please circle FREQUENTLY, OCCASIONALLY, or NEVER **after each item.**

12. **unwelcome sexual remarks:**

    FREQUENTLY   OCCASIONALLY   NEVER

13. **pictures of nude or partially dressed women:**

FREQUENTLY OCCASIONALLY NEVER

14. **unwelcome touch:**

FREQUENTLY OCCASIONALLY NEVER

15. **being sexually propositioned:**

FREQUENTLY OCCASIONALLY NEVER

16. **being questioned about sexual orientation:**

FREQUENTLY OCCASIONALLY NEVER

17. **childcare:** (if you do not have children please answer not applicable N/A)

FREQUENTLY OCCASIONALLY NEVER

18. **lack of work:**

FREQUENTLY OCCASIONALLY NEVER

19. **lack of transportation:**

FREQUENTLY OCCASIONALLY NEVER

20. **physical/health problems:**

FREQUENTLY OCCASIONALLY NEVER

21. **isolation of being the only woman on the job:**

FREQUENTLY OCCASIONALLY NEVER

22. **inadequate toilet and washroom facilities:**

FREQUENTLY OCCASIONALLY NEVER

23. **unsafe working conditions:**

FREQUENTLY OCCASIONALLY NEVER

24. **lack of adequate quality training:**

FREQUENTLY OCCASIONALLY NEVER

25. **sexual harassment:**

FREQUENTLY OCCASIONALLY NEVER

26. **lack of support from family/friends:**

FREQUENTLY OCCASIONALLY NEVER

27. **lack of support from coworkers:**

FREQUENTLY OCCASIONALLY NEVER

28. **no having access to a support group:**

FREQUENTLY OCCASIONALLY NEVER

29. **being laid off before men who were not working as hard:**

FREQUENTLY OCCASIONALLY NEVER

30. **being laid off before men who had less seniority than you:**

FREQUENTLY OCCASIONALLY NEVER

31. **being laid off before men with less skills than you:**

FREQUENTLY OCCASIONALLY NEVER

32. **How many years have you worked in the electrical trade, including your apprenteship?**

___ less than 1 year ___ 1-5 years ___ 6-10 years
___ 11-15 years ___ 16+ years

33. **Your current or most recent job in the trades is/was?**

___ apprentice ___ journeylevel
___ foreman ___ general foreman
___ supervisor ___ administrator
___ other, please state____________________________

34. **What is your ethnic/racial background?**

___ African-American
___ Latin American (e.g., Mexican, Puerto Rican)
___ Asian (e.g., Chinese, Japanese
___ Pacific Islander (e.g., Samoan, Hawaiian)
___ Native American
___ White

35. **What is your sexual orientation?**

___ Heterosexual ___ Bisexual ___ Lesbian

36. **Check the advocacy/support groups to which you have access:**

___ women electricians group
___ tradeswomen's group
___ women in nontraditional occupations
___ women's group
___ ethnic/racial group
___ Lesbian/gay group
___ other, please state________________________________
___ there are no advocacy/support groups in my area

37. **If you have experienced hostility from other workers, union representatives or management, please describe a couple of incidences that have had a significant impact on your career.**

38. **If you have experienced support from other workers, union representatives or management, please describe a couple of incidences that have had a significant impact on your career.**

Additional comments are welcomed.

Note. This questionnaire was designed by Lynn Shaw.

CALIFORNIA STATE UNIVERSITY, LONG BEACH
OCCUPATIONAL STUDIES

INFORMED CONSENT FORM

March 1, 1995

Dear sister in the trades,

I am a graduate student at California State University, Long Beach in the Occupational Studies Department and a member of the International Brotherhood of Electrical Workers, Local 477 in San Bernardino. Enclosed is a survey that is being sent to a large group of union women electricians in several different local unions. Your experience will be added to the experiences of many other women who are working in the same union trade. The purpose of this research is to use the collective voice of many women to understand the conditions in the workplace and increase the knowledge base of the experience of women who have worked in the trades. This survey is a part of my master's thesis study on The Experiences of Union Women Electricians.

If you agree to paticipate, please complete the enclosed survey and this informed consent form and return them in their respective, separate self-addressed stamped envelopes. All your answers will be kept strictly confidential. The survey is designed to collect information without knowing who specifically is responding. In other words, there is no way to identify you with your answers. Participation in this study is strictly voluntary and you may discontinue your participation at any time or skip any item you want to omit.

Please complete the survey by March 31, 1995. If you have any questions, please feel free to contact:

Lynn Shaw, graduate student, IBEW member: 310-430-9181
Dr. Resurreccion, thesis advisor: 310-985-5633

If you have any questions about your rights as a research participant call California State University, Long Beach Research Office at 310-985-5314.

Sincerely,

Lynn Shaw

Dr. Richard Resurreccion
Professor, Thesis Advisor

I agree to be part of the research on The Experience of Union Women Electricians.

______________________________ ____________
Name (PLEASE PRINT) DATE

____
SIGNATURE

1250 Bellflower Boulevard, Long Beach, California 90840-5601

BEST COPY AVAILABLE

APPENDIX H

WRITTEN RESPONSES TO ITEM 37

(EXAMPLES OF SUPPORT)

The following unedited comments are from all who responded to Item 37 of the opinionnaire which reads:

If you have experienced support from other workers, union representatives or management, please describe a couple of incidents that have had a significant impact on your career.

This section begins with the comments of 43 women of color (preceded by abbreviation defining race), followed by the comments of 266 white women. They are in random order and double spaced between each woman's comments.

The following abbreviations are used:

AA = African-American
A = Asian-American
LA = Latina
NA = Native American

WOMEN OF COLOR'S RESPONSES TO ITEM # 37

AA

I have had words sexist and racist from foremen and coworkers. These incidents were able to cool after time. It has not affected my career, however.

LA

Lack of opportunities to experience different aspects in electrical work during apprenticeship and journey person level, while male equals receive more.

AA

Hostility from other trades workers and other electricians I did not know. Was fairly subtle, but wearing nonetheless . . . gawked at, sneered at, shunned in the cafeterias, or at lunch break, gay baited . . . .

A

From a fellow co-worker; I asked why he didn't like me. He had a problem with women working in a man's job. I told him he better get used to it. He was going to work with me or for me--either way he was going to lose. I told him I could leave today and go back on welfare and he'd be working to support me and my child.

A

Throwing racial slurs around freely where it seems I always have to raise the issue. Knowing I was never going to be one of them and that I really didn't care to and not to take the comments personally.

A

No specific incidents, some male coworkers completely ignore me and other female electricians throughout the job, never giving greeting or recognition of our presence.

AA

One supervisor I had told me, "It was nice working with you" and I laughed cause I didn't know what he was talking about and someone mentioned layoffs. I didn't know I was gonna be laid off and the supervisor laughed. That's how I found out. This particular guy has got to be insecure or just feels he has to talk about me a lot. He always say, "She don't know shit." He tries to get people to talk bad about me, And laugh at me for any reason. He says women ain't shit, they are dumb. Then he'll turn around and be friendly with me.

AA

1. Circumventing journeylevel to apprentice process by forepersons in order to not communicate with me.
2. Apprentice responsibilities repeatedly for journeylevel; even communicates with "travelers" rather than interaction (positive) with me.
3. Strong "good old boys" actions.
4. Exclusion vs inclusion language and behavior.

AA

Yes, I have experienced hostility from other workers as well as journeypersons. Being made to work with someone who you know doesn't like you, there will always be problems. But, I got more problems from working with women. Why? I couldn't really tell you because I am a hard worker, work to the best of my ability and always apply a 150% effort. But, I had a journeyperson write up bad evaluation, give me wrong information to work with, leave me alone on work site up to an hour, have me work in certain spot, purposely drop cable and other stuff on top of my head, and many times they have tried to make me do heavy duty work on a light duty chit. Half the time I would be scared to work with them because I really couldn't trust them. If I didn't have good common sense, I'd probably gotten electrocuted or injured my back a lot worse than I did. (By the way, to this day my back is still messed up.)

AA

I have been told that I should be home having babies, not working in the building trades. I was shown hostility because I was accepted in the trades and this journeyman that I was working with, his son was not selected for the program. I have been whistled to and called a puppy. I was told that I should be a model instead of an electrician.

AA

The nigger jokes, the sex jokes, being told you are not as smart as they are (that's a joke too). Being told that you are unable to do the work because you needed a 6 ft. ladder in a room that was 7 ft. 9 in. and why can't you make do with what you have (8 foot ladder). That's why we don't need you people on the job.

AA

I was denied an application for apprenticeship in 1979 by the x apprenticeship coordinator. I sued the apprenticeship, the union, and the contractors (NECA) which resulted in my entry into the electrical apprenticeship [and downhill from there]. In about 1986-87, I worked with a black male tool partner (I was journeylevel by now), who thought that I should defer to his knowledge of the use of simple fasteners on (illumination) light poles (at a race track). Of course, I rebelled against his treatment which resulted in him not letting me know where material was and he complained to management about me, which resulted in my firing. (These incidents are one of so many.)

NA

Most of the incidents of hostility were from my superiors, i.e., foremen and supervisors that do not want women on the job, so used excuses to dismiss me: (a) you are not strong enough; (b) women are supported and protected at home by a man; (c) you are taking a man's place; (d) you only got the job because you are a woman--implying lack of knowledge or skill; (e) personality conflict; (f) lack of time to train--age; (g) your safety and/or possibility of a child/sick, etc.; (h) jealousy with spouse; (i) bad and/or stilted job evaluations; and (j) "riding" on the inability to "please" authority.

LA

"Why should we teach you anything. You're just gonna have babies." Overlooked for overtime because I did not have "a family to support." I've found out in our union (Local x), that only certain people know when a job comes up worth taking or who should run jobs so you want to get on that job--not all information is shared. This has soured my trust in EOE.

AA

A foreman exposed himself to me in front of other workers. Someone turned him in, but it was not me. I was accused of reporting him, so some of the men began to threaten me. The rumor followed me for years.

AA

I was once asked if my name started with an "n" and rhymed with trigger. I was once shipped from job to job and followed by an antagonizer who thought women should be home cooking and having babies. I was left with a man who hated Blacks, Jews, women and gay people. I was accused of making long distance calls and laid off.

LA

Only once so far--it was being called a name (bitch). But I did stand up to the journeyman. Since I've stood up to him, I've gained the respect I deserve.

NA

Qualified women are often passed over for foreman positions. Being an open lesbian often results in even more sexual advances. My work is scrutinized more often and I'm "expected" to do more. Women also tend to be assigned or "expected" to "clean-up" more often.

NA

Left trade--discrimination by several (usually "older") journeymen wherein another apprentice at my level was given instruction and support. I was told (never having worked with or around) the journeyman, that I was unqualified to help. I was often ignored or put to work with a journeyman who was several weeks from retirement, under-qualified or was the first to be laid off due to attitude or lack of production or personality conflict with foreman. I was harassed by my foreman on one job.

AA

Have been sent to jobs just because the contractor had to have a minority on the job. Have been laid-off before men that had less time on the job than me. Been told to hide . . . then accused of not doing my job. Many times asked by my foreman to give me something to do instead of just hide.

LA

1. Being called stupid by my foreman.
2. Foreman telling everyone that he could have me any day of the week.
3. Foreman saying that I'm a worthless piece of shit!

AA

Some work a coworker laid out was off center. Because I finished up, I was blamed for it being off. I overheard the foreman talking.

LA

In the 1970s, late 1980s, the hostility that I felt was based on my gender and race, maybe even my lack of experience. The loss of self-esteem and worthlessness that I experience I would rather put aside because it hurts to recall those painful times.

AA

In my fourth year, a journeyman felt that I wasn't capable; instead of helping me first with my, or his, observation, he ran to the school director and talked to him. The journeyman and I did get along fine. I always felt as though I was being treated more as his little sister than an electrician.

AA

1. I showed up to work, no one was there, I called the contractor and when he heard my voice, he said he would come down to meet me. When he arrived, he had my show-up check and said he would prefer a man.
2. I worked for 2 months as the other electrician talked, including a white woman, and the first time I spoke as they did, I was warned.
3. A stock man asked me if I would "please" help him. The GF overheard him and said, "you don't have to say 'please' to her."

AA

There was an incident when I was 5-1/2 months pregnant, when my male tool partner and foreman told me to carry an 8 ft. ladder up an extension ladder and also a 1,000 ft. spool of #8 wire up the same extension ladder. When I suggested using a rope and pulling it up, I was told no. If I wanted to work a man's job, I would have to do it as a man. I did it, but right afterward I started bleeding and had to wind up driving myself to the hospital. I was in the hospital three days and I almost lost my baby. If it wasn't for the fact I was in the last year of my apprenticeship, I would have quit.

AA

My tires were slashed in my fifth year of school. Supposedly this was because I had bought a foreign vehicle. However, it should be noted that other classmates had driven foreign vehicles since our first year in school. All males and nothing ever happened to their cars. This was done right in front of school.

These individuals had come to me about two weeks prior to suggest what happened to "foreign cars." I explained that I came to the dealer in dire need of a car and this was what they would let me have. Two weeks later, my tires were slashed.

When this incident occurred, I spoke with one of local officials stating that I didn't want any trouble and I just wanted the incidents to stop. I explained about these guys being my classmates. He stated that he would speak to both of the fifth year classes about this. He never did. Who cares! I got my card about 10 weeks later. And that's what I came for. Though I will never forget what happened, I am still grateful to all of the guys and bosses who did give me the opportunity to learn and grow to a decent journeywoman.

(It should be noted that coincidentally the same thing happened to one of the group of the guys that had confronted me two weeks prior. This happened the next morning after my tires were slashed. Of course, I was a suspect. And of course, I don't know [can't even imagine] who could have done this. For me, it has never been a question of being liked, but one of being respected. I can carry my own weight and that is known by most!)

NA

Since you're a women in the IBEW, you know that old saying that's floating around--"if it was easy, women would be doing it." But now it's said as a joke instead of serious.

AA

Too many to explain, not enough room, not enough time to write them all. One day I would like to talk about it all. I wonder if hell is any worse.

NA

An apprentice that didn't like me telling him how to do something got a little ticked off and had a few words to say. But I just said I wouldn't try to teach him anything anymore. The End.

NA

I have at times experienced hostility (rarely), but do not feel as if it had an impact on my career. Most hostility I encountered because I became a union member through union organization of a non-union shop. Many fellow members did not feel we should be in the union.

NA

The first experience I had on the job in the electrical trade was with a two-man team and the "boss" had never worked with a 1st term apprentice. He expected me to know much more than I did. He had no patience with teaching me what I needed to learn. He kept referring to me as just "cheap labor." We ended up going to the owner of the business and it was decided that I should be put with another crew. I was terribly upset by this experience. It left me with a negative feeling.

AA

Hostile journeymen; cursed out for not taking pipe home to practice different bending techniques; told to stay home with the children; called on the carpet for an error that was made by contractors, even though I notified the contractor of the error that cost him money. Fired from the job for using the phone on my break with my foreman's permission.

AA

I have worked on jobs with male "pre-apprentices" that were being trained to perform electrical assignments while I cleaned up and was sent for supplies. I am always called upon for heavy lifting assignments, most times by myself as a way of "testing my strength." I worked for one company where I shoveled dirt, finished cement, and was told "they were going to make a cement finisher out of me."

AA

1. Verbal abuse when one member's son did not get into the apprenticeship--because the union hired a black woman. I bumped his son out of a job.

2. Required to move 16 ft. A-frame ladder alone from one level of building to another because I wanted same pay--or to be a man. Jobs normally require two people I must do along.

3. Locked in port-o-pot as a joke.

4. Required to drill all holes for overhead support, but not allowed to hang supports, run conduit, install conductors. Could core drill all holes--no technical work--could sweep floor and handle material at journeyperson's pay scale. Demeaning work.

5. Required to use toilet with limited sides and no ceiling or not work on the job site.

6. Union representative, workers, and management non-supportive of human rights or humanitarian issues.

7. Fifteen years in trade, have never (probably never will) serve in any supervisory capacity--Master Licensed Electrician--no respect!!!

LA

During the years between August, 1988 and August, 1992, I was working as a maintenance electrician for the State of X, without a collective bargaining unit [union] and was forced to sue the State under Title VII. I feel I was forced to work in a hostile work environment, which I never encountered while working under a union contract.

AA

I was working with an older JW, white, who would talk about me and I was able to hear him. He said, "My black dumb ass should be home raising kids instead of taking a job away from a man who has a family to raise." I'm raising a family too!

LA

Just recently I was given a written warning for attendance--I was home taking care of my 8 month old son--he came down with a respiratory infection. I was given a written warning two weeks prior to that, the day after the verbal warning. I was sent home early because of no work. Anyway, the big thing with that incident was that the journeyman I was working with, his wife is my son's baby-sitter. He went up to the office and made a statement that his wife didn't seem to think my son was sick--so he didn't think I should have been missing work to take care of him. Now, this is a man I have known for a couple of years, one who was always willing to help out. It sure does take something like that to open your eyes. I ended up dragging-up (quitting) that job to go to another contractor because I was working under the threat of being laid off. It was a long drawn out ordeal--my local union hall got involved, along with the JATC, with a meeting with the contractor I was working for.

One other instance I can think of was when I was a 2nd year apprentice, I went to work for a contractor in our area. Apprentices are to be transferred every 6 months anyway. When it was my turn to go to the next crew, the foreman stated he didn't want me because I was female.

Other than the usual attitudes that they don't think we can handle certain tasks by ourselves--my husband is in the trade also. He is a 5th year apprentice and talking to him, comparing things that they let him do by himself, whether it be running some conduit or mounting disconnects, anything--they trusted him more to do things by himself than they trusted me. I feel it is because I am female.

NA

Occasionally insensitivity to absenteeism or tardiness because of illness/injury to myself or children or problems from personal life. Presently I am fighting an injury case of which resulted in a firing for excess absenteeism and negligent medical care, but this is the first landmark experience in my career of any hostile effect.

AA

This is just one of many experiences. January, 1994 I became ill with the flu. I reported to work before my doctor released me from his care because I knew I would be laid off from this particular job if I missed too many days. I had notified the contractor that I was ill and would have a doctor's statement for the days I missed. On the day I went to work, I was laid off by my foreman. However, when I opened my paycheck, a termination slip was attached which stated I was fired due to excessive absenteeism. As a result from this, I had to appear before the Apprenticeship Committee and was put out of the program. The reason the committee gave me was that I had been fired from two contractors, therefore I was terminated from the program. I explained to the committee that I had never been on probation in the five years I was in the program, but they didn't want to hear me. So, I hired an attorney to regain my status as an apprentice.

NA

1. Fired because I was pregnant--said I was a high risk w/o talking to me or doctor about working conditions.

2. Local brother grabbed me in my chest, as I had my hands up putting up a 2-by-4 fixture--punched him with elbow (I was up on a ladder--he came up behind me). Next day I was coincidentally fired.

AA

The first one was as a second year apprentice. I was touched on my rear end by a foreman. So I filed a grievance with the local and the executive board said I was at fault and I was black-balled by the oldest electrical contractor in the city because I wouldn't drop the charges against the foreman.

The second was being class representative. I had to deal with the contractors, they forced me to sign an agreement to stay in the local for 10 years and I only work maybe 6 months a year and the local knows I am a single mother of three children.

LA

Hostility, no. Just lack of caring and proper follow-up. Was steward for a big job for the University of X. Am a resident for X Company. Would inform hall of work in X Company and they didn't care. X company is big and non-union, felt we should get our foot in the door and proceed from there. I guess work was too good at home to go to another county. Made me really mad, was told that I was going to be first woman to run work for company. I asked them if they could guarantee me work indefinitely. I am now working for a refinery, but did hold onto my ticket.

WHITE WOMEN'S RESPONSES TO ITEM #37

1. Bullying me with overt criticism of my chin hair--an entire outhouse was scrawled w/stories about me. Boss was supportive and offered to fire instigator in spite of the fact that his office trailer was completely pasted with pictures of partially clad women.
2. In transformer room w/o power, a coworker made advances.

I've had a foreman who felt it was his duty to make my life hell. He would dog me for everything and my journeyman. I would be asked to go get parts and the minute he saw me he was down asking my journeyman what I was doing upstairs. You have to realize not only did I not deserve this kind of treatment, I had already paid my dues in the ironworkers for 2-1/2 years and I didn't need this shit.

My supervisor/superintendent/vice president, all the same man, called our union hall on another female coworker and myself saying that we weren't keeping up our share of the work. We were working on the highway in the winter with 6 other men. We were all wearing brown coveralls and hoods. He couldn't tell who was who. The union hall sent men to check and discovered they couldn't tell who was who and told him so. Also, told him he was bordering on sexual discrimination. After about a week, he sent us each to separate jobs. She eventually quit from all the harassment and has since gone to work for the state and likes it. I stuck it out and ignore him, he hasn't changed but just doesn't let anyone else see it.

I started a job (new school) on which Just my foreman, who is black, and I were the only electricians. I was a 2nd year apprentice. He said that I should not be on the job and seemed angry towards me. He had a load of pea gravel dumped 15 feet from where he wanted it and for days, all day, I had to move the gravel with just a bucket and a shovel. He could have dumped it where he wanted it. He would not let me use a wheelbarrow. Other trades would pass me and ask why I was using a bucket and were sympathetic. Then he told me that "women were taking all the minority slots that blacks fought for" and that "hiring women is keeping money in the white pocket." I have since asked other black males if they feel the same way and they agreed. This happened in 1990.

Prejudice against women was very real 16 years ago when I started. I did not let it bother me--I just learned and out-worked the men and proved myself--I earned their respect.

When I was an apprentice, I once told my journeyman (male) who I was friends with, that I am gay. The foreman asked him if I was, my journeyman told him yes, and shortly thereafter, both my journeyman and I were transferred off the job. I have been sexually harassed and have learned to discourage it by not feeding into it.

Assignment of menial duties (cleaning up) for a mentally and physically slow man, working for the same company I was. The same foreman who assigned those men with me (because his wife was jealous and brow-beat him about it). The same foreman also gave me bad progress reports and when the contractor told me about it, he also told me to ask co-workers if they say something that I could improve on. When asked, not one could find an area I needed improvement in.

Mostly I feel women are not set up as foremen very often, if at all,--including myself--I know of only one woman who has ever been a general foreman within the tri-jurisdiction area of x cities--women are kept on the jobs only because of federal regulations (i.e., DOT [Department Of Transportation] work)--ability and knowledge has no bearing on advancement--women, very talented women are very seldom made foreman.

The biggest problem is not being a part of the boys club--I am, and always will be, on the outside--I have a very good relationship with most of the men I work with--we are friends. I work with, eat with, joke with, and even drink with these guys after work, but I am not part of the group--it will be hard for me to advance, foreman, general foreman, etc. because in local x these positions are more often than not reserved for "buddys."

Only one adverse experience comes to mind, that being a male apprentice refusing to follow my directives as his journeyman on a job we were to be working together on. He had many nasty and rude comments during the entire work experience. All comments were directed to me as a female, none because of my work habits.

Recently I was physically assaulted by a journeyman. He threw a coupling at me and hit me in the chest.

1. My most recent notable experience was after working in a hospital for 8-9 months, I was told I would be transferred to a road Crew (same company). I was disappointed because the crew was small and there was still a lot of good work left. The last day, my boss gives me my slip (directions for new road) and says, "that's what happens when you're a woman" (i.e., transfer to meet state requirement). Pissed me off. No thank you's, nothing else.

2. Also, hassles about not wanting to participate in drug testing.

The work is hard enough without the hostility of your foreman. I moved the same master bundle of pipe from one end of the job to the other for 3 weeks straight. I guess it was a test to see if I would quit.

On one job, a "shopee," who obviously loathed working with women in construction, influenced/convinced the job foreman to give me a "lay-off." The reason given was "reduction-in-force," so no discrimination charges could be filed. Six more men were hired the following week for the same job site. Incidentally, the man responsible for my "ROF [Reduction Of Force]" was an admitted neo-Nazi!

It seems that particularly large jobs where there are big groups of guys "feeding" off of each other brings the most harassment. Three things come to mind:

1. A sanitary napkin was left at my usual seat for break as a picture of a "posed" woman hung in the room. I took it down and threw both out after crunching it in a ball. The next day, it was up again with wrinkles all pressed out of it.
2. Innuendo talk and belittling comments about my monthly cycle.
3. Completely being ignored by fellow workers.

All hostility I encountered was during my apprenticeship and it made me more determined to prove everyone wrong. I was the first woman to become a journeyman in our LU [Local Union] which covers half our state. Most hostility was from journeymen who didn't believe women should work at all--I'm a rural from a mid-west state.

When work got slow at the company I'm employed by, I was given time off, where men hired after me were given full weeks of work. Also, helpers at the shop were working full 8 hour days, where I only got partial days.

I have worked with several men who clearly did not feel women should be on the job. One actually called me a "Biker Bitch" and threatened to not vote for me when I came up to be a member. I was fired from another and given a bad report to apprenticeship board when he never worked with me.

1. Sexually derogatory pictures in portable toilets with my name next to the pictures.
2. Fellow union members putting me "on point" while performing secretary duties at union meetings.
3. Most hostility I have experienced has been in the firm of hostile work environment: co-workers (male) uncommunicative or pretend I'm not there; excessive profanity to "test" my reaction; kept getting repetitive job assignment despite taking journeyman upgrade classes in motor controls and programmable controllers.

Most everywhere I have worked in construction, I have experienced hostility. In X city, this hostility came from teachers, apprenticeship committee members, union reps, and management. The incidents are too numerous to mention here, but they did end my career for a number of years.

I have experienced fair and unilateral treatment as part of the IBEW [International Brotherhood of Electrical Workers].

I have experienced much hostility in the industry. To list it would take a large notebook. As a first term apprentice, the harassment and hostility were terrible. Slowly, as I progressed in my apprenticeship, with knowledge I've gained respect. I once had a journeyman who called me profane names in front of the crew, yelling filthy sexist names at me. He would make rude remarks one minute and then sexual advances the next minute. I have had foremen tell my training director that he doesn't want me to come to work for him because he didn't like women in the workplace.

One man tried screaming at me (everyone knows he hates women on the job). But I happened to scream back. I'm not inclined to put up with one-one (CRAP). I have also been laid off and let go because I won't play head games or lie for anyone. I stood solidly on my work abilities.

While working with an older electrician, I was being sexually harassed by him. He would frequently pat me on the butt, never with his hands but with a tool or pipe. I asked him repeatedly to stop, it never did any good. I couldn't do very much about it because he was our union steward, so I ended up asked for a lay-off. I knew that there are laws against this, but if you complain or bring it to anyone's attention, you will be blackballed. Can you believe this is 1995 and this crap still happens? It's still a boy's club.

I have experienced problems after I injured myself on the job--surgery was required and I have been unable to regain ability to perform up to contractor's satisfaction. I have been laid off because of that reason and I also felt that the contractor was being unfair. I'm not positive if it's discrimination from being disabled or a female. Thank you.

The only problems I have ever had are from older journeymen who I think find it hard to accept women getting out of the kitchen and not the working field. Most of the time, these men just tend to ignore me.

I would never make a good electrician because I can't bend 1-1/4 (yet I can, but they don't believe me). I was taken in the trade before some of other electrician's sons who were trying to get in (but that passed in time). Occasionally there are male electricians who have difficulties with female foreman (but you can't please everybody).

Once I worked where I knew my journeyman despised having a woman helper. He wasn't really nasty or mean, but very stern and made some unfair statements and work assignments--with the support I had from my previous jobs --I was more determined not to let this man or the reason for me to quit the trade--it taught me how much I could really do.

One contractor wouldn't work me because I was a woman. There was a pre-apprentice on the job who was working. One contractor laid me off two months before I turned out because they have never before worked for a female journeyman before and I wasn't going to be the first, even though I worked hard and they still had work out there to do.

"Old boy" school--women are taking jobs from men who really need them. These older guys are common enough to be a problem. Apprentices in general (I hope it isn't because of my gender) aren't always given on-the-job training, but are treated as go-fers instead. Nothing gained from jobs like that.

Working in a private building (remodeling a hotel belonging to Mormon Church), a hotel employee purposefully placed a poster of a nude woman, in an extremely offensive position, directly in front of my work area. I carefully removed the poster, folded it, and placed it on the employee's desk. He then reported me for "destroying his property" and I was chastised and threatened with being fired.

My first contractor's son worked with me and was a very mean person who said I more or less didn't know what I was doing. He was extremely rude and very unhelpful. I was terrified to go to work each day and take the abuse he gave me, but I stuck it out and never missed a day. Need-less to say, when I went to my next job with a different contractor, things were much different and I was told I am a very good and hard worker. When I do go to work, I really do my best and keep up with the other men because I feel I need to be able to perform as well as the other workers. Being a female, I still get extremely nervous with anxiety and panic attacks because of my first job. However, in time, and as I gain more knowledge, they are becoming less frequent. One more thing, the IBEW logo needs to be changed to brother and sister IBSEW. And the phrase journeyman to journeyperson.

I am currently a second year apprentice. I recently had a journeyman tell me I was "supposed to follow him because he is a man and I am a woman." I told my foreman I wanted a new journeyman and was assigned so. Many--most of my coworkers--supported me. The support of my co-workers has had a greater impact on my career than did the opinion of one misguided moron.

I have not experienced any hostility that has impacted my career. I did have a run-in with one moron though. I was an apprentice wiring houses and he was on my case from day one. I was putting up with it until one day (we had been working together for about a week), he grabbed a SE cable I was pulling in, yelling "what's this wire doing hanging here" and cussing me out. That did it. I told him to get the . . . off my back and . . . off. We got into it and he threatened to punch me out and throw me off the housing track. "Women should be home making babies," etc. I told him, "I'm going to the job shack and call the boss." I didn't have to take that shit from anyone. The boss told me to finish the day with him. When I got to the shop that evening, the boss asked me what happened.

Don't wish to discuss.

I have been yelled at for doing what my journeyman has told me to do. Even doing it the way the journeyman says, the foreman yells at me and tells me it's not right. This makes me angry.

From quite a few of the guys I have worked with, there is an attitude about women in general. It is very hard to overlook this as I am currently working about 75 minutes from home and no one will car-pool with me because I am doubly cursed being both a female and an apprentice.

I had to write to the state attorney general to have a contractor repaint my car. He had over-sprayed my jeep and refused to repair it. When I pushed the subject I was laid off. I did get my car totally repainted and he was ordered to pay full wages and benefits for the three weeks I was out of work. When I was laid off from that job, my foreman escorted me to the hall to file a complaint. He quit when he learned the union would not help me.

1. Being union steward on a job of approximately 20 men, when the painters began overhead spraying. The pipefitters' and carpenters' business agents were out on the job in two hours--my agent made it out to see me two days later. The problem was solved without the electrical workers. I felt embarrassed to think my "strong" union didn't find my situation worth supporting or checking out.
2. Being laid off and having an older man steward say to me, "well at least your husband works, it won't hurt you to get laid off first."

I was laid off from a job because a foreman was trying to injure me. He was having me lift steel tubing that weighed 250 lbs. After I recovered from trying, I was laid off. Business manager knew I was laid off, but said it wasn't policy to get involved.

On the past several jobs, I have focused on control wiring and on occasion I have experienced hostility from men who assume I am only on the crew because I am a woman (i.e., not capable of any other work). One guy said a remark in the trailer about wearing a skirt to work--maybe he'd get on control work too. It was pretty humiliating. I don't think I am given enough credit for being competent. Control work is above a lot of guy's heads. I'm happy it is an option. Lighting gets pretty boring!

The business agent, at the time I joined the local union, told me he could not work with me, giving me a look that seemed to imply that I was too much of a diversion. He'd never be able to keep his mind on the job or be able to get any work done. I assured him he could and he assured me again that he couldn't. I told him that I had worked with them all and that as soon as they knew I was not there to drink, cuss, smoke, or fool around with any of them, that I was there to work, I was accepted as just "one of the guys."

A fellow worker told me that I was taking a job from some poor man that needed that job to feed his family. When I asked, "what about me, who is going to feed my kids?" To which he replied, "well, you could get married." I told him, in total dismay, "You go get married. Is that what you want for your daughter? To go from man to man? Or do you want her to get an education and be able to take care of herself and her kids?" All the men left his side that day on that issue, they all wanted their daughters to have an education.

One was a man I was sent to work with, when I went to shake his hand he snarled at me and said, "I don't like working with Cubans, Niggers, or women and you're at the bottom of the list." Then for the next few months, he tried to make my life a living hell and told me, on a daily basis, that he would break me or I would quit.

Another was when I was injured on the job by carrying something too heavy (even though I told them it was too heavy, I was told to carry it anyway) and I ended up not being able to work for a couple of months. I had to collect worker's compensation ($80 a week, big deal). I never asked for anything else, never said anything about it to anyone, went to hall one day and heard rumors about "the woman" (me) that was suing the contractor for $1 million+ for a fake back injury and it was hinted that only a select few contractors would take a chance on me. P.S. I was not suing anyone!!

I had a plastic bag full of soap thrown on me with the inference that it was a used condom. The first journey-man said he would retire if he had to work with me. A foreman, upon receiving my dispatch, said, "Next they will send me the handicapped! Probably be better help though!" Then said, "Just how old are you anyway?"

After injuring my back on the job, I was shunned by my foreman and co-workers, then laid off before approxiately 20 other men who were hired after me. December 1994.

I was moved from night shift to day shift on a turnaround job because I made a comment to a co-worker (my tool partner) that what we were doing was sabotaging the company. The GF then told my business agent that "I didn't fit in and I was not qualified." I drug up [quit] on 7-12s.

Being told that I should be home basting turkeys, eating bon-bons, watching soaps, barefoot and pregnant--everyday I hear this, meaning to be a joke--ha! ha! It's getting very "un-funny" real fast each day. But, when I say something to the foreman, I'm not heard--it's just a joke!

My worst experiences have been experiencing extreme hostility from lesbian woman and/or (militant feminists) or "politically correct" woman. There are women in my union who will not speak to me and who have gone out of their way to spread false rumors about me. This is not all women--only a group of three or four women, but it has been a devastating and demoralizing experience because I don't understand it. I expected support!

As an apprentice, I was given tasks that two people should have done. I was subjected to very unsafe electrical practices and unethical. Examples--carrying wooden extension ladders alone, running 3 inch conduit alone, foreman turning power on intentionally after knowing I had tapped off breakers. To their surprise, they tried to make or break me, and I am now their boss!

Past--CWA [Communication Workers of America] for men--not women. I'm now IBEW proudly!

1. The first contractor I was referred to as an apprentice told me he did not want to hire me because I was a woman. The union hall made him hire me.
2. I was sexually harassed (physically) by a co-worker, but had no witnesses so I couldn't press charges. I reported it and was moved to another job site.

Any incident reported was efficiently taken care of by union representatives or employer management.

Verbal abuse is the most common. It has cost me my job more than once. You struggle with your confidence level because of the treatment you get, which in turn doesn't allow you to learn as much.

One contractor absolutely did not want a woman on the job. However, the JATC [Joint Apprentice Training Committee] insisted he take me. I was allowed to work until the job ended, only three weeks. Two of the JW's on the job put in requests to keep me for the next job that had already started, but the contractor did not keep me, even though there was plenty of work and I had done a good job.

The only problems I've ever experienced have been with fellow workers' attitudes. It seems most men have a pre-conceived idea about working with women. They think since they're the "man," they'll have to do their work and my work, because I'm a woman--not true!! I have actually, on several different occasions, been able to change their minds about women working in the trade. It took/takes a lot of hard work and extra effort on my part, to prove to them that a woman can do this job and be good at it too!

I was one of the first women in the trade here. In the beginning I experienced thinly veiled death threats, open hostility, people refusing to work with me. In apprenticeship school, one teacher openly expressed hostility towards women in the trade, another very patronizing. Whenever I expressed an objection to pornography on the job, or to being harassed, the situation was handled poorly by both the foreman and the union and I almost always got laid off 2-3 weeks later. Often the steward was the worst, as far as getting harassed on the job went. On one job, the crew that generally was accepting and supporting of me, I thought they were my friends. Yet, when the steward began to harass me mercilessly, none of them would support me. They were cowards. I realized they were not my friends and no matter how supportive they seemed, I couldn't really trust them. I was devastated.

My BA [Business Agent] told me what not to print in the union news-paper, so I stepped down as editor. My fellow worker from one local threatened me because of the car I drove--a Honda. My car (new) was scratched down to the metal with a knife at a job site in the electricians parking lot. I was disciplined by fellow worker and foreman because I couldn't do a job by myself that four people couldn't do.

Never, the union has been very good and supportive of me.

None as of yet.

Certain coworkers and foremen made comments about women should stay home, barefoot and pregnant.

I have been told numerous times that I took a job away from a man, that construction is no place for a woman, that no "normal" woman would want to do this kind of work. I have been propositioned and then given the cold shoulder when I didn't accept. The only time I was allowed to run a crew was on a big job on a graveyard shift, I was the only local hand and they didn't have much choice. On that same job, I was passed over for a foreman's job by the steward. He made an agreement with the company to give him a reverse order lay-off if they didn't have to set up the woman as foreman. I have never run any 4 inch rigid. I'm sure they didn't think I could handle it, even though I was very athletic, lifted weights, etc. I was assigned to sweep trailers and fetch mail in my 4th year of apprenticeship, while the male apprentices did the high voltage splicing and terms. I don't want to be a sniveler, but people need to hear the down side for a reality check. In spite of some of the assholes who make it hard, I have made some very good friends in this trade and have enjoyed myself.

I had a general foreman once on a big job that was very uncomfortable with me. He told untruths to management, management believed him, and was very rude to me. They tried to get me laid off, but the corporation was hiring for a different shift, so they made me change to another shift, which I didn't want to do and they had volunteers that did. I was told that those lies became part of my record with that corporation. Once on the new shift, it wasn't very many months until I was in a lay-off. I have experienced some resentment everywhere, but other than the above, no hostility.

Took a referral to a commercial shop, gave referral to manager, he states "I called for an apprentice and they send me a f---ing woman." Another time I was passed over for special training for one of the good old boys, after I had requested the training.

Had a supervisor who wanted me to keep the breakroom clean and ride around in the truck with him. When I got confrontive, he threatened to lay me off. Coworkers (men) went to the steward and everything was settled. Wound up on 4 inch conduit, but that was good--I learned a lot.

An ironworker was patting everyone who walked through the hall on the butt. He said he was going to do me too because if I wanted to be one of the guys, I got equal treatment. Got into a yelling fight and I threatened to turn him in if he touched me. He didn't, but never got along.

I have had some minor discrimination. Some of the older gentiles have some trouble excepting, but we are slowly bringing them around. I don't take it personally. I am very confident on my capability.

Not as of yet. I do notice some of the older men seem to resent a woman on the job, but nothing verbal was mentioned.

My first time working on a nuclear power house was scary--I was told men and women had to "dress out" together, but I stuck it out and found it not to be true. When I was initiated into the union, I was told I had to perform some stunts that exposed some parts of my body I would not want to do in front of a bunch of men as part of my initiation.

Working on a apartment complex as an apprentice--new JW's come on job and ask about the piping on one model--I told them how it was to be done--One JW did not want to take my word for it so I told them to go to the floor below and look at that model--it was done exactly the same!

It would take ten pages and just don't have the time. Would just as well forget them anyway.

Apprenticeship director and committee seem to be very biased against women. Men will be "jumped" over women on out of work book--director has his "favorites" that get better or "in town" jobs.

Committee gives women hard time as if trying to pressure them to drop out.

1. Being told I am taking a job away from a man who needs to support a family.

2. Threats and attempts to get me run off a job and out of the job. This includes reporting me (when I was an apprentice) as being late, when I was not. Not following orders (directions) when I was.

My third day on the job, the man on whose service truck I was working, told me that he could no longer work with me due to objections from his wife. I was shocked. I expected to get harassed some by men, but I'd never even considered the possibility that a wife would be bothered. My company transferred me to a big job and that turned out well because I got industrial experience there. (Later I worked on another man's service truck for about three years.) His wife didn't have problems and that's where I learned control work. Had a great time!

Sometimes older journeymen can't accept females working in the field. They think females should remain home and dependent on their spouses.

Being humiliated, used as the butt of jokes to get a laugh out of other workers.

Apprenticeship director was heard by me saying, after a female apprentice dropped out of the trade, "one down, nine to go." Same director told me, after I passed out from heat stroke, "if you can't take the heat, get out of the kitchen." It seems unfair to me.

I have had coworkers teach me as much as possible in the periods of time working with them--that helps me in my classroom time.

Assume they only keep you because you are a minority, they think minorities are taking their jobs.

I have had a hard time acquiring foreman's positions because of the male stigma with females in construction. Even though I am qualified, I am often passed over for management positions.

During my apprenticeship, in my opinion, everything was done to get me to quit. They needed to accept a percentage of women, but they still didn't want you. You were sent the farthest from home or to the hardest contractors. I made up my mind early in the trade that I was not a quitter and one day my ticket would say journeyman, just like theirs.

Just the older JW retiring. They still believe that a woman should be at home. When I explain why I feel I have the right to work and if I have to work, why can't I do what I like. Then they are usually fine. This is not an obstacle.

I injured my shoulder and was told I had to continue working. I was grabbed by a coworker. I usually spend most of my time, on every job I have had (as an electrician), sweeping, moving material, and organizing material.

1. Had my tire slashed because, as a foreman, I laid off a man working for me that told me to fuck-off. 1987.

2. Told there was a man attempting to persuade other workers I was perfect example of why women didn't belong on the job because I had asked another electrician (who happened to be a woman) to cease using the word "cunt" on the job. 1993.
3. Told by my business manager that if "I took care of" the entire apprenticeship committee and executive board, I could get access to the union apprenticeship. 1983.

The few times I've experienced any hostility, it has always been from someone about ready to retire--they seem to think that I symbolize the end of a trade they worked a lifetime at building.

I have experienced some hostility, but once they get to know me and my abilities and work ethics, it usually stops. Most problems were from other trades.

I had an incident with a fellow worker where he kept grabbing my body parts, until I knocked him out with a 2 by 4. Most harassment comes from other trades--i.e., laborers!

The steward on the job does not like me (because I am a woman)? He treats me unfairly.

I have had problems with men saying that I am taking a job away from a man who needs to support a family.

I had a bad experience with a partner on a job site. I had been working at this job site for four months when he arrived. The first thing out of his mouth was, "So she's the breaktime girl." And when I had to be on my knees to work, he made lude comments. Someone (my journeyman) heard him and had him removed from the job site.

Once I was laid off after having been on the job for 1-1/2 years after a male apprentice, who was the son-in-law of a foreman, had just come on the job two weeks prior.

Reason: he had a family to support. He was married and had no children. I was a single mother of two. I fought this and was rehired.

Usually when I go to a job, if I am known, I have no problem. If I go to a job (I traveled for three years) where I am not known, it seems that I have to work twice as hard and do more to be thought of on the same level as a man. I have never left a job that I could not go back to.

Having failed school because of not being able to function, because of the death of my son, and not given a second chance.

I worked for a foreman that constantly found fault in everything I did (even when right). He badgered me about everything and anything, until one day I broke down. I spoke with my supervisor and told him I would not work for this foreman again, and I never did. Once I got in trouble for complaining about asbestos exposure. I don't know if this was because I was a woman or it was a very sensitive subject.

Men asking how I could dare to take a job away from a man who needs to feed his family. Many men feel women have no right being on a construction site and are very vocal about it. Being a young, single, attractive woman on the job invites either hostility or extra kindness. Always having to "prove" myself.

I have had only one bad experience with union reps. I believe it was due to politics. My father wasn't supporting the men in office, therefore when I, and some of my classmates, missed worktime during our apprenticeship, I was given a much harsher punishment. I was left back a year's time. The others got simply a suspension for a month.

My journeyman and I were working on a device that needed to be mounted, but there was not a good way to mount it. I had faced this situation before and I remembered a way my previous journeyman had done it. I picked up the device and tried explaining to him the way. He suddenly jerked the device from my hands and said, "If a woman thinks she can figure out a better way to do it, then he knew good and well he could do it because there wasn't anything a woman could do better."

I arrived on my job and the first five minutes of the conversation from my journeyman was as follows: "I do not like women on my job, if it were up to me I would not be there at all." He felt that women should be banned from all construction jobs and that women were trouble. Although his wife had never met me, she had already decided she hated me because I posed a threat to her by working with her husband every day.

The foreman I work for now stated, "Women do not belong out here." Because of this, my checks are late sometimes, he bad mouths me to the customer, and I feel a general uneasy feeling when I have to work with or for him. I have to work harder to negate his opinion.

I've spent weeks during my apprenticeship doing all the bull work, while other apprentices of my year and lower did light work. It's all games, but in fact, their hostility and prejudice has just pushed me to become a better electrician. I had to learn more on my own because some people just don't want to train a female.

I have never really experienced any blatant hostility. However, when first arriving on a new job-site, I have heard snide remarks, unwillingness to help and a general feeling of not being part of the team. This usually subsides after they see that you are a hard worker and take your profession very seriously. It seems you have to prove yourself each time you go to a job--instead of being accepted like the men are.

Being shunned for being female. Some men clearly do not feel we belong in the field. Being treated less than human because of my sex.

On some jobs, I have to work a lot harder than the men do, to prove myself of being capable of doing the job required.

The business manager of my local union is very supportive. Also, the workers in the BA office are very supportive--I've gone to some union conferences and volunteer for programs with the union.

Some uneasiness is casual when coworkers tell me of their brothers and/or sons who were unable to get an apprenticeship. I sympathize.

Have had run-ins because I was a female and got a more technical or easier job; men said it was because I was female. Jealous men because I am earning more money than the average wife. Get laid off and told about it before it ever happened, because of trying to become pregnant and they were afraid to have a pregnant woman work for them. Told that I could take a couple of days off and the rest of the guys couldn't afford to because they didn't have spouses that worked--bull crap! Their wives worked, but not in the trade!

Incidents are too numerous to list. A few men will get together on a job that do not believe that women should be in the trade and they form a conspiracy against that woman. They begin watching her. They point out any error and capitalize on it. They give her back-breaking jobs, ostracize her, they say she can't do the work, they keep her from learning. When management is involved in the conspiracy, you're gone. It's difficult to prove discrimination and conspiracy unless someone breaks the silence and stands up for the women.

I would not call it hostility, but on my first job, there were men who would not work with me because I am a woman.

I was given menial tasks, such as moving material, unloading trucks, organizing material, and when someone needed--we're pulled--I helped. I told the foreman I had more potential, but he said I was never going to make it and he wasn't going to waste his time teaching me. I asked a lot of questions to the other guys during breaks and lunch--I learned that way--I did make it and graduated top of my class--apprentice of the year. Also, the other guys in the class were mean and cruel to me and the other girl in class.

On one occasion for instance, I was working at a high school job. I had the misfortune to be working with a true chauvinist--the other male apprentices were given jobs to learn on--I was told to sweep, clean, or transport material from one section to another. I was subjected to constant sexual remarks from this foreman. When I complained to supervision, I wasn't helped. Once when I asked (as I had repeatedly) to be given a chance to bend some conduit, I was told by this foreman, "Since you want to work with some pipe--go pick up all that scrap and throw it in the dumpster," which got a rousing laugh from the rest of the crew. When I missed several days due to child care, I was brought before the apprenticeship board and told, "You'd better choose between being a mother and being an electrician."

None come to mind.

I have never experienced hostility, but felt I had been discriminated against by one contractor. I was passed over for overtime on a job because the work was "too heavy" for a woman. I defy any man to pick up a piece of 4" rigid conduit and screw it on by himself. A "good 'ol boy network" exists in the building trades. Men will be men and I've learned over the past sixteen years there will always be those who feel a woman's place is not on a construction site. I'm taking away a good paying job from a man with a family to feed--in their minds.

If anything, I've found myself more hostile and hardened over the years. If I encounter hostility on the job site, I usually fire back with my own hostility and demand respect. If I know someone resents me being there, I won't give them the time of day. Sometimes they come around--sometimes they don't--so, "piss on 'um!"

The business manager and other workers in the union hall are very supportive and the other women in my local are also.

I was fired and the union sold me out to the Port of X for political reasons. I was fired because my coworkers (IBEW #X) colluded with management to trump up charges against me. No action was taken against me. No action was taken against them although this is against bylaws section on slandering another member. When first in the trades as an apprentice in the 1970s, I frequently had to physically fight men who were attempting to grab and assault me (breasts and genitals). The foreman and supervisor laughed and said, "What do you expect? Trying to do a man's job." I stopped it by called the guy's wife. Also, at this time (my first year) I had one of the big union assholes (this is what the other guys called him because of his super lousy reputation) come out on the job and be assigned as my journeyman with the specific plan (he announced) of running me out of the union. The (then) training director kept giving me "special jobs," as he put it, which amounted to nothing but shovel work. The guys named me "Ditch Witch." I could fill 50 pages.

A tool partner (journeyman) I was paired with for a short time would not give me any significant tasks or responsibility. It was later realized he was a chauvinist and wouldn't ask our foreman to be given a male apprentice. Instead, he wouldn't let me do any work, other than hauling tools and watching him work.

An incident occurred on a job one day where a union carpenter, new on the job, who didn't know me, asked if I was a roommate of a female carpenter he had worked with in the past. I was informed later that the two women he knew (the carpenter and electrician) were known lesbians. His assumption was that we must all be flaky, or she could be the only female electrician in our local.

Another situation I experienced was, a man from the sound company working on our job persistently came on to me, even after I explained I was neither interested in him and didn't appreciate his comments. I made him aware, as did my men coworkers, that I was engaged to be married soon. He still harassed me occasionally after than, but eventually gave up. (He happened to be someone who could not complete our electrical apprenticeship in the past and was well known by everyone to be a totally obnoxious jerk, so I was better able to handle this situation than if he had been any other man on the job. I was confident that he was pretty harmless and would not pursue further physical or serious verbal actions.)

Remarks of sexuality, such as asking if my bra size has increased from the exercise, or if the moon if getting full. Remarks about my size. Resentment that I am female.

I was once laid off from a job after being asked if I was a lesbian. I answered the question honestly. The reasons given for my termination were unclear and conflicting. I believe I was terminated because I said "yes." I was then sent to a job where I stayed for almost a year, without direct electrical training. I mainly did labor- type work, digging, jackhammering and laying asphalt, setting signs, and truck driving. Consequently, I feel that I'm behind in the training I should have by now.

I have experienced hostility from the job steward when I insisted on a woman's only sani-can.

My first year in the trade, I worked under a foreman whose goal in life seemed to be to make my life as miserable as possible. I can't count the number of times I nearly gave up and quit. The only thing that kept me going was the knowledge that I would not always work for him and I was doing all of this to better myself and my life.

(Sex)--I had a man want to hide in my closet cause my boyfriend is black. He thought it was neurotic. I told him he had to stop talking to me like that. He said, "You're trying to control my mind." I told him I couldn't control his mind, but that I could control what he said to me at work. After that, I got laid off and he still works for the same company. The other men wrote about me in the sani-cans. They transferred me to another job for my safety, then I got laid off.

Yes, I had an incident when a foreman--journeyman, harassed me to the point I almost quit. It was handled professionally by X (training director) though.

A frequently occurring situation is that the foreman or leadman will talk right past me. I will be assigned a job to do and will be with a small group or with an apprentice and the men never seem to want to talk to me or give me the instructions directly, even when I am standing right there.

When I first started as an apprentice in the mid-1970s, I was the only woman on the job. My general foreman, who was a local "brother" had told the job steward to "give her to me and I'll have her run off in 6 weeks." This man did everything in his power to discourage me. There were times, I'll admit, that I almost did quit! But, by hanging tough and working hard, I gained respect from my foreman and my crew, and eventually this general foreman. This made me realize that there wasn't anything I couldn't accomplish.

Once when I was an apprentice, a couple of carpenters tipped a portable toilet over when I was in it. As a first year apprentice, I was asked to carry 3" and 5" rigid pipe by myself. I struggled with it until another coworker told me I didn't have to do it by myself.

1. To be as brief as possible, I refused advances by management, they set me up to look like a safety incident and I was fired. I did file a grievance and won my job back months later. But, prior coworkers worked against me always and management wasn't any better. That was at a utility company and I was the only journeyman.

2. I was working in X local, boys didn't like "mainlanders," let alone a female--again the only female. They always put me with the workers who really disliked the females or ones no one else would work with. Anyway, checking some fire valves, my very arrogant apprentice made an effort to get me arrested for assault on the job site, with a bunch of BS charges, which were dropped.

I am politically opposed to the policies of our union hall and the IO [International Office]. I am verbal about my ideas, attitudes, and opinions. That I document, I've been "run off" two jobs because the hall "made a phone call." I have also been terminated because of my lack of skills--a very direct reflection of my lack of on-the-job training.

Female coworkers who have screamed sexual harassment for five years and made it impossible for me to have equitable treatment from men (they generalize her behavior to all women). I can't be friends with any females at work without me and women "assuming" that it's sexual.

I don't feel that the remarks or hostility I have encountered has adversely affected me.

The biggest impact hostility has had on me is that it has taught me to learn my trade. Once I proved to myself and others on the job site that I was a competent electrician, respect was gained and the hostility went away.

I raised the issue of working safely at a jobsite-wide safety meeting. There had been two serious accidents in the past month of a fast track job. I had helped rescue one of the men in my first week on that job. I was pulled over by a foreman after the meeting. The general (electrical) foreman told me he was unhappy with my comments. The electrical superintendent told me if I thought the job was unsafe, my responsibility was to quit the job and go back to the hall. I thought I was going to be laid off then and there. When I went to my local union and talked to my assistant business agent, he smoothed things over, placated me, told me they would send someone to the next safety meeting to observe. I never saw any union rep on that speed-up job site. The next regular job-wide safety meeting never happened. I was laid off shortly after, having worked three weeks for a "long call," along with a black man who was dispatched to the job the same time as me. Two others (white) from that same dispatch call were retained and kept working.

I learned to watch my back, not trust the union (there are many other examples that have contributed to this). I realized "safety" is window dressing and prejudice is alive and well in construction--again many other examples throughout my ten years proved this.

I've had many foremen make my working life hell through inappropriate comments, intense speed-up demands, dehumanizing behavior toward me, etc. I've had to work with men who insisted I do things their way (journeyperson to journeyperson) who didn't know their job and found ways to blame me for lack of results to foremen. I was pulling wire with someone once--I had the steel and was on ground level in one room, he was on a scissors lift up in the aisle feeding wire from around the corner. For some reason, we needed to pull back wire, I think because he forgot to tie on something. I waited for him to pull the wire back with the steel attached. He later said he was waiting for me to push the wire (stranded) up to him! When confronted by the foreman about how little we'd gotten done, I tried to explain the problems of working with this guy without saying he's an idiot and an asshole. When the foreman asked him about something I said, he claimed to not know what I was talking about. I could go on for days with similar examples, unfortunately.

One foreman I had would not give me instructions. He would give information to my apprentice and then tell me to help the apprentice. When approached by the shop steward, he admitted that he didn't like women working in the trade. One contractor sent me back to the union hall without even giving me a chance to show them what I could do. Their excuse was they needed a welder.

No hostile experience.

Unwanted comments or gestures. Have either been ignored or addressed (i.e., "if you ever make a comment like that toward me again, I'll have your job and sue your ass.) Polite talk usually gets you nowhere, or goes over their heads.

1. I believe these men were non-union metal workers, during a small job at a mall. They commented about my body in a sexual way.

2. Apprentices in my own class stating I couldn't dig ditches as they could and my foreman would never put me in a hole. I disagree. I did dig ditches. I believe my small size (medium) made people think I was not strong enough. I believe I proved my foreman wrong.

I have always been treated like a sister by all of the brotherhood. I have earned and been given respect by my coworkers. My training from others has always been top notch and given with eagerness.

While in the hall, a brother that I had never met before helped me out financially and the next time I saw him I eagerly paid him back. His response was, "That's what it's about, we look out for each other." We are still good acquaintances and I know we're all in this together.

I have experienced stalking-type behavior by one deranged individual on a job and whenever I complained to my foreman (3 or 4 times), my complaints were blown off, if he did talk to this person it was always in a joking non-serious manner. When this person was laid off before me, he vandalized my car. When I went to my local brothers on the job for support, I was very upset and crying. Most of my brothers were sympathetic, but one told me to get used to it because it was always going to be like this. My tool buddy said, "Welcome to the IBEW." I told him to fuck off because this wasn't brotherhood, this was psychotic behavior from a nut!!

I nearly quit during my second year of my apprenticeship because my journeyman was verbally abusive and trying to physically harass me so badly. I was so afraid to get help because I didn't want to be a troublemaker and I wanted to be an electrician so badly. I went to my apprenticeship director and asked if I could sign the "Out of Work" book. He was so supportive of me. He called the company owner and we agreed I would never work with that journeyman again. They respected me because I didn't want any trouble, they knew I only wanted to do my job. I didn't ask for the man to be punished, only for me to be away from him.

I personally haven't had any hostility directed towards me, although I do know that I wasn't sent to a job site because the foreman refused to have a woman on his job. This made me realize that there are still people who are unaccepting!

I very seldom have any trouble with my local union brothers who all know me as a serious worker. I have had my most trouble with travelers. I also find it is usually the older JWs who are less used to the idea of women in the field, but given time I can usually win them over. My hardest time was as a first 6-month apprentice on a large job with a lot of travelers. I was teased a lot, but boy was I green!!

I have experienced sexual discrimination on the job. When I was laid off, my foreman said it was because I was a woman. On the other hand, I have also met some very wonderful people at work. I do believe most men treat me different than a male apprentice. A lot of that has to with manners (i.e., they don't have farting contests or talk severely vulgar). Older journeymen don't give me the opportunity to do the hands on work, they want to do too much for me.

At the beginning, I had journeymen ask me what kind of porno movies I'd like and what kind of sex I liked. I wasn't sure how to handle that so I learned my way of responding without being rude or tacky, as they were, and I also learned how to stop that kind of behavior--and not to ignore offensive remarks made to me.

I had a foreman who detested women in the trades. He refused to have me on his crew and the other workers knew about it and thought it was rather amusing. He also wouldn't let his men see the prints and they all acted intimidated and were always looking over their shoulders. I tried to get an ROF [Reduction of Force] or transfer to another job, but the GF [General Foreman] wouldn't do it.

I was dispatched to a job in an office area for a remodel. Contact with tenants was minimal. The second day, I ate lunch in the open lunchroom of the building. That afternoon, I was informed that there was a lack of work and laid off. At the hall that day I was called into an office and someone overheard me use a bad word and they insisted I be removed and not worked with or told.

My first couple of days on any new job, I get funny looks--so what? They soon figure out I'm not afraid of work and fun to be around.

My shirt was ripped off my back. The main fact is I wanted to work like a man, I should dress like a man.

A fellow urinated on my hand as I was drilling a steel beam. My business agent told me to lay back and enjoy it if I chose my career.

Sexual harassment from older journeymen.

1. About five years ago, I was in line for a foreman's position, but because of the superintendent on the job (whose wife was his secretary), he had a dislike for women on the job and I was passed over. On this same job, I was laid off out of turn when I had the skills and worked hard (if not harder) than most of the men on the job. My self-esteem and confidence were definitely damaged.

2. The fact that I was the first woman into our local union and the only one for five years made my apprenticeship extremely difficult. Hostility, harassment, and isolation happened frequently. However, after several years of very hard work and determination, I have finally gotten the respect and fair treatment every-one should. We have, since, taken in two more women and I hope I have somehow made it easier for them.

Recently I've had a good opportunity to learn and be trained on data network and fiber optics. I am a hard worker, so I chose to go to a new job and help train and assist. Anyway, "this was my chance to fly." When I arrived there, I was mistreated. I was assigned a male foreman and another fifth year apprentice male. These two men stood all day talking and not working. When I approached them for help, they told me I was supposed to know everything--I could do the work myself. I went to the general foreman about this and the GF ran me off the job.

No hostility from anyone--so far anyway.

No significant negative experiences.

1. I have been told by some journeymen and apprentices that they can't wait until I get pregnant and get out of the trade.
2. I had someone from another trade come all the way across the job site to tell me I had large breasts.

These types of flip comments make it difficult to work sometimes when you are anticipating the next stupid one.

In 1988, I was called a "bitch" by an iron worker on the X project, after incidents of various sorts (i.e., dropping nuts from the steel where I was working, graffiti depicting a man having intercourse with a dog and my name used with an arrow to the dog, etc.). I told the iron-worker foreman and steward, informed the general contractor, my union steward, and the superintendent of X company that harassment was against the law . . . within days, my contractor told me I was being transferred by request of X company for my own safety.

I was enraged because I had been one of the first four electricians on the job, had been a foreman, and got no backing from anyone. I contacted the business manager, who told me if it was to happen again, he would seek action. I guess that's why it's called "brotherhood."

1. Prejudices from men foremen, such as sexual harassment. One told me I could either suck his dick or do slave labor. I chose the labor.
2. First job I ever had, new to trade, working my body, etc., my journeyman had prejudices against me because I was a woman. He tried to make fun of me, talk down and belittle me in front of other coworkers. I took all I could until he called me a "stupid mother fucker." I reported him to the union official. Nothing happened--the next day I was fired.

One older journeyman taunted me with how my job was the second income, so I really didn't need to work. My job wasn't quite as important as my husbands, because I was only the wife. He also threatened me with two other women who were working for the same contractor as I, and they quit to work for someone else and he said, "The same thing could happen to me, as with them." (Like they got fired, but they really quit.)

One person said to me on numerous occasions that "if we were the only two people stranded on an island, he would fuck a monkey or an ape before he would fuck me." Just out of the blue! He is probably the only person I have had a problem with. Most men have been very supportive.

I have a problem with my left arm--sometimes I cannot do something. A contractor has refused me, but I haven't missed any work. Nor have I had complaints from co-workers. But, waiting to get worker's compensation to settle some things. It seems I am not receiving any help from school, hall, lawyer, or president. In the mean time, my arm is getting worse and I'm still trying to work. If the union or lawyer don't do something, I'm not going to have a career. They're going to screw it up. This workman's compensation insurance tries to run over and gets away with it.

On going. As an apprentice, you rely on being placed with a journeyman (male or female) who will show you how to work your trade (the ropes). Even an unexperienced worker knows when they are placed with the biggest screw-up on the job or company. I imagine this happens because the other workers feel you are a waste of time. It's easy to forgive this type of cruelty in your first or second year. However, when you are in your third, fourth, and fifth year, this type of behavior is only shameful to the trade and its superiors. What happened to OJT (on-the-job training)?

After working 12-15 hour shifts in a burnt steel mill, tensions run high. Men blow off steam and frustration through anger and cursing. It's not personal "to" or "at" anyone, it's a common release. Construction in general is a rough and tumble world and that's how occupants deal with stress and problems and general stupidity. Most guys are busting butts to stay alive, make a living, and do a job; finesse and manners are often left at home.

1. Foremen have point blank told me women have no business being in construction trades, we are incapable of doing this job adequately.
2. Journeymen partners who are unwilling to teach, explain or hands-on training because they don't want you there.
3. Having grade seniority over another apprentice and being coffee order, cleaning detail, or other work of such nature, when I have seniority over another, and my hands on skills are lacking because of lack of training.

I'm sure, at times in my career I have had some hostility from workers, maybe even customers. I can't recall any particular situation. I like to dwell on the good experiences. I also think that past, good and bad experiences, have just made me a better and wiser person.

A black pipefitter would make remarks under his breath every time I would walk by. Finally, after a while, I confronted him, we then got into a big yelling match. From that day on, he never spoke to me or said any sexual remarks again. That day I learned that to stop remarks, I had to stand up for myself.

When working on a high rise, I needed to go down to the ground to use the toilets. My foreman kept getting mad that I was taking too long. I knew from then on, the construction business wasn't going to be easy.

I think it is extremely unfair that a woman is automatically branded in the "rumor mill" as a troublemaker when she reports situations that are wrong. Some people have been apprehensive about working with a woman because they are afraid of lawsuits. I, one time, was removed from a job because of a journeyman's drinking problem. When I ran into people on other jobs that had worked there, they were friendly until they found out I had my union intervene. Even though they had witnessed what happened on the job, they acted as though talking to me would get them in legal trouble. No action was taken or any charges filed against the drinking journeyman. I was just moved quietly to another contractor. I was bothered by the fact that the incident was handled fairly to everyone, but that I was branded a "potential legal threat" by these other workers.

There are some people who feel that women should not be in the trade and they won't teach you anything. I have lacked some training because of this, but I learned to stand up for myself.

Despite what I consider to be proven skill ability, employers will assume I don't have the physical ability or competency to perform a task based on the fact that I am a woman.

It would seem that on nearly every job, first encounters are most significant. Hostility or sexual harassment have never been on-going problems. I'm always "tested" and watched to see what my reactions are. I've worked just as hard at this as I do my job. If verbal harassment starts, I make no exceptions to playing their game; they know where I stand. I try to be friendly after. The balance between teasing and harassed is difficult to juggle. I've tried to be straight forward and let my work earn respect. Just like kids testing boundaries, so do men on the job. Once they know I won't take shit, but I still can be friendly and do my job, there seems to be no problem. I've worked hard at this and resent women who send out confusing messages. It takes effort, but I'm not a victim. I've been blessed with a positive response for the most part. I am still able to be who I am once I learned how to set boundaries and be comfortable with that. I don't have to be tough because I'm not. I'm just interested in doing my work well.

As a recently graduated apprentice, I feel that women are not given as thorough training as the men who were in my class. I drove a truck, cleaned, and was not taught in the manner I think I deserved.

Just to name a few:

1. I have been physically attacked.
2. My life has been in jeopardy.
3. Victim of "framed" accusations.
4. Loss of my job due to male coworkers deliberate lies.
5. Lost my place on books and financially hurt because I asked for my "rights" on the job (separate toilet facility per state law).
6. Management falsely offering support and then claiming I never reported incidents (many, many times).
7. Supervisor deliberately damaging my authority in the field (as an inspector) in order to force me out of my job.
8. Union representatives bury information.

I was forced to work with a first or second year male apprentice who didn't get along with me. I worked with him for a while then there was this incident at work that the job steward, who was his buddy, said it was my fault. The apprentice approached me in the hallway, at a hospital, and proceeded to threaten me with bodily harm. The guy weighed 180 lbs., I weighed 125 lbs. I tried to take care of it through the union, but I ended up having to call the cops, which got me in trouble. I received harassment from the foreman, steward, and the apprenticeship school director. I went through 2-3 months of pure hell. I was told that if I lost, I could be kicked out of the apprenticeship. I went to court and won my case. I didn't get any support though through the apprenticeship. The male apprentice dropped out and I am now a fourth year apprentice.

I have not experienced hostility from my coworkers.

I have not seen any hostility from anyone and have mostly cooperation. I have experienced a few comments from men who think I should be home "barefoot and pregnant" and they think that I am taking jobs away from men. If it weren't for the irresponsible men who don't support their children, women would be home. I personally like my job and I've run into easy and difficult work, but it hasn't created a negative attitude for me or my duties.

Not applicable.

My foreman is a pig. Prejudiced S.O.B.

Only one negative experience from a contractor who was reluctant to hire a woman and let me know up front that he didn't like the idea but would try it. I was let go before any man was and I knew the fella running the job and he was perfectly happy with my work. But, they let me go because I was a woman and it was the only time I ever felt like I was looked down upon and not given the chance to prove myself and my skills.

I had considerable trouble getting through my apprenticeship. I learned to be tough and determined to keep my sense of humor and appreciate that some trades-men are good, some are pigs. Three of the women in my electrical class were vital to my survival.

I had a particularly bad foreman on one extremely stressful job. He had it in for me, I survived and he was "encouraged" to leave by his workers. He left and I felt a real triumph. Now I have a special confidence.

After traveling all over our jurisdiction all summer, running and hooking up new computer and fiber optic systems for a bank chain, I was told a man had been chosen to send to school to certify in the work I was doing. When the company's electrical department head was questioned, he said he had no plans for me in the "future." So, even though this man had none of my experience or training, he was to go to school for a specialized job that the company will provide a truck/van for and additional classes later, and the department head also admitted at this time that this same man had a known attitude problem that he was working on. A week later, I was asked to show this man some of my job. I refused and have now chosen to take a leave of absence from the trade. This was kind of the straw that broke the camel's back. And I have filed charges against this company.

One journeyman did his best to make the job difficult. He berated me in front of other workers, talked behind my back, made it clear that I was an outsider. To be fair, this same journeyman is widely known by men and women in the trade as hard to get along with.

I had to appear before the JATC [Joint Apprenticeship Training Committee] last year and was distressed by their lack of respect (not one of them introduced themselves and I had never met them before) and intimidating tactics.

Incidents of hostility have always come from one individual, never a group, and usually from a member of another trade.

A coworker looked me in the eye and said, "You know, you don't belong here. You are taking a job from a man who needs it to support himself and his family." At the time, I was single, 23 and self-supporting. He also said I should be married and if I had to work, it should be something "respectable" like a secretary or nurses job.

On a job in 1989, I was not allowed to go to medical after injuring my elbow (bone chipped) and told not to be such a "whining female" by my foreman. The job steward agreed.

Working with a cold/bronchitis, I commented that I was there, but not sure I'd make it all day (I did). My foreman said, "If you were a man, you'd work sick or not." Two weeks later, he missed two days with the job-circulating cold. He didn't find it amusing when I parroted his, "If you were a man . . ." comment back to him, but coworkers did!

Just men who don't think women should be in the trade, they don't talk to me, until they see my work. Then it's a different reaction. I've had one tell me that they refused to work with me at first. But, after watching me work, they change their minds.

The one area I wasn't able to break into was a high voltage cable splicing group, particularly in the Navy Yard. I was certified by my local after a two-year training class, but I couldn't get certified by the Navy because the guys who controlled access wouldn't allow it. Even though they were short-handed, two other foremen told me I was being kept out because of my sex. Union grievances were futile and frustrating. I was depressed after the effort and gave up.

Once when I was on a job, several men refused to work with me because I was a woman. After several weeks, they changed their attitudes.

I have experienced very little opposition during my career. The incidents have been few and far between. None seriously affected my resolve to succeed in this business.

I worked in the construction trade for almost five years and really enjoyed it. In January of 1991, I got a job at a power plant (non-union as of now). I think that from my experience, men are a lot easier to get along with and a lot of times more accepting in the trade of having women around. The women that work at this power plant seem to have nothing better to do than talk about each other in negative aspects and I don't get into little girl games, so needless to say, not many of them are my friends.

1. Male coworkers not accepting of child care responsibilities of single parent. "My wife stays home to care for our children and so should you."
2. Foreman--constant harassment for borderline tardiness due to obtaining quality child care before 6:00 A.M. A very difficult task.

I could just go on and on. I do not take the victim role, but the trust is sometimes overwhelming. Male apprentices do not always follow my instructions. I have been the job steward on two occasions and been laid off prematurely. I went to work at X Nuclear Power House out of X (city) and was put on a crew that was to core drill a 36" wall. On another job, I hurt my back toting a 12' ladder and asked to go to medical and was told they had no forms to fill out--wait until next week. I weigh 110 lbs.

My foreman, at one time, did not like apprentices, but the fact that I was a woman was not relevant.

As an apprentice, I had a journeyman on the job site attempt to physically and sexually attack me. Telling the journeyman I was assigned to, he said, "Oh, . . . he's just that way!" Then going to the foreman and telling him, he said, "If you say anymore of this or tell anyone you told me, you'll be laid off immediately and I will see to it you never work in the trade again." Out of frustration and fear, because the person who tried to attack me came up to me and said, "someone told me you told the foreman, if you do it again, I'll get you." So, I went to the shop steward and told him and he said, "If he does it again, I'll punch him." I told the steward I wanted to press charges because the individual made me fear for bodily harm. The steward told me, "Don't make waves, it will just make it rougher for the guy and he's already had a lot of bad breaks." I did not know what to do except learn self-defense, pray, and do the very best job I could and hope, out of all the fear and misery, the next job would be better. Well, some of them were and as much as one job site can be very negative, a different one can be very supportive and make it all worth the effort.

I have experienced hostility directly on maybe two or three occasions from workers which I attribute to an older generation. I can understand this attitude and don't push the issue. Occasionally, after getting to know me and my work practices, this attitude has changed. I feel, for the most part, that I am respected in the trade because I have worked very hard to earn my fellow worker's respect.

I notice that even if I have more skills than the male apprentice next to me, the journeyman might be drawn to work with him or ask his opinion before mine. Even if he likes me.

Worker: Because a former female apprentice was man hunting and not really interested in becoming an electrician . . . I ended up getting her punishment by being the next in line--I got the brunt of his wrath. He treated me like hell--it took a while, but I turned him . . . . Today he was a big reason I stayed!

Management: (Office intrigue I hate it!!) I was laid off a job because the owner felt threatened by me. I attended an electrician's picnic for a fundraiser (found out it was a flea picnic [unofficial organized group of electricians who often travel to work], didn't know about contractor's fear of fleas). It was very messy . . . .

The union company superintendent reinstated me after three days. I wasn't paid for the days I was laid off and owner of the company, to this day, has not apologized for his actions. This changed my way of thinking of unions, contractors, and other women being put through this!

Union Representatives: Our union president has slandered my name to other union brothers due to when this joke on me was happening. I didn't confide in him . . . so now he refers to me (when my name is brought up in conversation) as X the flea. It never ceases to amaze me, all I wanted was to work hard, go to school, learn to be the best at what I do, and low and behold, politics, office intrigue, elevated egos, greed, it goes on and on in this vocation.

I had the opportunity to be a foreman over a couple of men that made my apprenticeship harder than it needed to be and it made my eyes shine--and put an evil smile on my face.

Believe it or not, I passed it up . . . .

I tell ya! This is just the tip of the iceberg--we women could write books--I didn't even go into great detail . . . but I now have the name of someone to represent me in case anything like the picnic happens again! God help them!!

Laid off when I told the supervisor I was pregnant, but I wanted to work six more weeks. Making suggestion to male apprentice and having him scream, "I'm not going to let some damn woman show me how to do this."

I believe the right term for what I experienced on the job is resentment and it was always unspoken. More obvious problems were profanity (especially explicit photos in the early years), lack of separate restroom facilities, and always being given the least desirable job. One time a "joke" was played on me, when a person called me into a room I was doing work in and he was standing there nude.

I was sexually harassed when I first started, by my foreman. After I reported the incident, I was blackballed for a couple of years. This is a serious problem among fresh female apprentices and needs to be dealt with. I currently have no problems with this. I have earned respect from my coworkers and am now being treated equally. But, it took a long time to reach this point.

If men have worked with other women (who basically work because she fills a quota or who is there specifically to file a sexual harassment suit and get money for it) then it takes three weeks for me to change their opinions of me. Once a journeyman sees that I am serious about work, he teaches me everything he knows.

Treated as inferior worker, the eternal apprentice, not given a pat on the back when a job was done. Had to fight to get training, prove myself on each job.

I've experienced no hostility, but have felt isolated within the field. Because I am a lesbian and suspected as such, no one is interested in hearing personal data--my life away from work. I won't lie or taint the truth and I choose not to offend. Therefore, it is difficult to get to know my coworkers. In addition, I have found that my values and political philosophies are very divergent from those around me, which leads to further feelings of isolation. Apart from these things, I have been treated fairly.

My experience has been that most of the men who have a problem with women being on the job are smart enough to know they will be in trouble if they are openly hostile toward me. They do not, however, hesitate to talk about me (and other women on the job) when I'm not around. It can create an uncomfortable work environment and unfavorable bias towards women.

Yes, many, many times too many. One incident was a very long drawn out one--I can't write about it but I could tell about it (gave phone number).

1. My first JW confronted me with hostility concerning women in the trade. He was an older gentleman concerned that women were there to take the lighter work away from the older men who had worked for years in the trade and were unable to work as hard as they once could.

2. The last foreman I work for was really abusive of apprentices. Five apprentices in six months discharged on the same job. He hated apprentices. He made it unbearable.

A few times, some of the 'ol timers made comments as to taking food off some man's table. Or, I'm not in a traditional female occupation, e.g., I should be home making babies. But, I was always accepted by them after we knew each other and worked together. I did have to prove myself many times as an apprentice--early 1980s. I think it is a lot better for women now.

As a second year apprentice, I once went out to a job to be told by the foreman that there was no way I could handle the job. It was running 2" about 25 ft. in the air. He never allowed me to even try. I was sent back to the hall about two days later.

Bosses who don't know how to treat women on the job. They assume you are less qualified and can't handle any job. They pigeon hole you to certain jobs of less value. Only had two bosses like this.

Going to the local union hall to check on out-of-town work--being told by the BA that he did not know of any work; only to have a union brother (who came into the hall ten minutes after me) inform me of six different walk through locals. When this man asked the BA why he had not informed me of these jobs, the BA looked at me and said, "Oh! I forgot!" He (the BA) had been told of these jobs the day before I came into the hall.

In general, the older journeymen tend to resent women in the trade--but generally came around after working with me for a while.

1. Getting divorced from a member that still works out of the same local as I do. And, putting up with rumors started by him . . . he tried to give a video away we made when we were married.

2. Having a guy I had worked with start rumors about me, that, of course, got blown way up by others. This time I had witnesses verify who started it--all I did was take it to the contractor's EEO [Equal Employment Opportunity] officer, which we both decided was to just tell him to shut up, but he turned it around when he went to another job and was telling every-one there that I was the one giving him shit about being a Mexican.

When I was unfairly terminated from an employer, I filed a complaint with the union. Two business representatives suggested a few times that I drop the complaint or I might get a reputation as a "bitch."

The only case or incident I recall is when a male, black journeyman made several sexual remarks, which were very explicit, about he and I. This went on for some time. I told my foreman about this and he finally transferred the man to a different job.

It took three years to get into the apprenticeship program. I felt like they took people less qualified than I was and not as hard of a worker.

One incident of sexual harassment by coworker.

Two incidents:

1. Once at break, we were discussing the lack of adequate bathroom facilities and my "tool partner" said, "well, if you don't like it, stay home and do the dishes." My foreman tried to smooth it over. Later that day he was laid off.

2. Being an apprentice, I have limited pipe-bending experience and was on a job where the foreman had a "problem" with women. His problem was that he cheated on the first wife with the second wife, whose brother worked on the same job (follow that so far?). Therefore, any time a woman worked on his job, the brother told the sister, who was suspicious of his fidelity and, therefore, no woman was ever on his job long. My journeyman was upset that I was laid off and he told me the reason given was because I didn't have enough pipe-bending experience. The impact on my career has been minimal because I went to another job. That foreman has made his own hell that he has to deal with and my attitude is, "Hey--they're lucky to know me!"

Sexual harassment--they never believe women--other union members may be on your side, but there is always the side they show us and a guy side. The company most always sides with the man. They don't want to realize they might have a problem. No union brother wants to stand up and say they support women in the trade. If there is a problem on the job, women are to keep their mouth shut. If you say anything, then you're a "bitch."

I didn't receive very good training as an apprentice, mostly I was directed to clean, sort, while male counterparts were taught.

Incident: Fourth year, I was kept in prefab shop about six months and I was worried about turning out in six months and wanted more hands-on experience. So, I started asking my GF if I could move out into the field, mind you, the prefab shop had six apprentices only me being senior. This was a union location. I called apprenticeship many times. After two months of bugging GF for a new position, we had a fatality and he called on the radio to tell me to take the dead guy's place.

Sometimes coworkers expect and demand less from me.

I have, in the past, experienced fellow coworkers who have refused to work with me based on my gender. I have also had them mess with my lunch by putting stuff in my lunchbox. Also, leaving me different written articles from magazines and newspapers. Mostly, it's just apathy. OK, they don't have to talk to you at lunch or break. They put up with you because they have to. But, nobody has to make them like it, it's not any one thing. Just a lot of little ones. You are not really wanted, just "lived with."

I was recently told by a general foreman that "you do not get any special privileges on my job" What the hell does that mean? (I work the book, the same one everyone else has.)

Men constantly telling me I took a man's job.

Men constantly saying snide things, jokes, and touching me.

Apprenticeship director sending me back to job with no other electricians there to supervise me--I was second year apprentice--or said I'd be fired.

Some men refuse to accept a woman in charge. They won't listen to me, even though I am foreman in charge. Or, male apprentices who don't think I can teach them how to improve their skill.

Management wants me to be a foreman, run three different jobs, but does not want to pay me foreman scale.

I was one of the first women in X [city] not to complete the apprenticeship. This occurred during the casino boom in our town. Some people openly told me that they did not like the idea of women on the job, that we were taking jobs from men, and that we would not use the job our whole life long. I was fired unfairly from a job and my business manager said the union was behind me, but they never did a thing about it. They sent me to another job, but never pushed the issue for me. I choose not to take it to a higher group, like the NLRB [National Labor Relations Board], because I felt that if I stepped on the union's toes, they may make it difficult for me to get good work again.

I have always had to remind someone on the job that it's the law to have women only port-o-johns or bathrooms, if there are women on the job.

Affirmative action is a hot issue among white males. I haven't experienced any overt hostility, personally, but conversations often address this issue when I'm around.

Generally, white men believe most women and minorities aren't qualified for a position in the trade and shouldn't be allowed a chance for training/work, unless just as or more qualified, than a white male counterpart.

As a first year apprentice, I was told that I had to wear overalls on the job because my figure was distracting to men on the job. I refused because I hate carharts, they pull on my shoulders and I have back trouble in that area. It got back to the hall. Next time I was there, I was told that there are not many women in the trades as feminine as myself and I needed to hide it. This has pretty much been the case throughout my seven years in the trade. It makes it hard to be yourself and an electrician and is the base of a lot of emotional trouble for me. The way I look is a detriment.

As a first year apprentice, I had a foreman who was a sexist asshole and he gave me bad work reports all the time, even though I was working hard. He was very against women in the trades.

I was injured on the job when I was five months pregnant (not related to the pregnancy at all). I was accused by the general foreman of purposely getting hurt so that I could get out of work. The injury was to my eye and not a lost time incident. I just had to spend some time in the first aid station. He told other coworkers that I would do anything to get out of work. He also quoted to me, "Damn women come out here to work and then they get pregnant on top of that."

I started in 1978. At that time, the conditions were bad--playboy pin-ups, comments, etc. Do not see any of that these days.

A layoff early in my apprenticeship (23 months).

Would you like to read my book?
I was on one job for three years. I loved it. The administration loved me and my work. A conspiracy occurred to get me laid off. Several occasions of jealousy and animosity have occurred through the years.

Too many [incidents of hostility] to pinpoint two [examples]. I have been fired by one guy many times, etc.

Several foremen I have worked for did not like women in the trade. I have continued to work for the same guys. I feel like I have had to prove myself to them that we, as women, can do the job as well or better than the men. After five years, I usually don't run into anyone that would not work around me (three incidents). Now one wants me to stay on his crew, another has wanted me back on his crew.

As an apprentice, I was told constantly how I was taking a job from a man and how I had no right being in the trade. There is not enough room on this paper for even one incidence--but there has been much hostility and many incidents.

On one particular job, I was given a bad wrap by someone I thought was my friend. My previous foreman had become general foreman--and my friend became foreman. I had my own set of prints and was working off them. I was told one week--keep up the good work. The next week I was laid off because, I believe in my heart, cuz I was a girl. I was only on the job three weeks and was evaluated by a foreman of mine for two weeks and a foreman I had for one week. They said I didn't know how to read plans or the ability to get along with people--both which are untrue and that out of 40 men, everyone refused to work with me.

1. Foreman on job told me, "don't bother cleaning that up, the girl will do it."
2. I was laid off while 6-1/2 months pregnant before another worker with less time on the job who missed work frequently. I busted my butt on that job, frequently climbing three to four stories of stairs hauling hundreds of feet of welding cable every day, without complaints or problems.

None have actually affected my career, but sometimes my motivation or mood can be temporarily affected.

1. Individual (male third year apprentice) made constant comments about women in general terms, which were all derogatory in nature. I avoid this person if we are on the same job, if possible.
2. Requested that a male fourth year apprentice (different from above) shut-off a circuit (#3) as he was in the room with the panel. He told me it was off--I shorted the hot wire to the box-to-be sure--and it was not off. He laughed and pretended to be stupid--he had shut off circuit #5.

My local refused to accept women in their local, so, under court order, a separate apprenticeship was set up. Federal funding was stopped in 1982 and the local tried not to recognize us. EEOC (Equal Employment Opportunity Commission) complaints were filed and we were finally accepted into the program. That was fifteen years ago and I still am told that I'm a trouble-making "bitch." But, only by some. Many accept and respect my work.

The worst part was during my apprenticeship years. While on different jobs, I was put with the drunks, the drug users, or just the man no one else would work with. They only taught me how to be safe and protect myself, because they were often dangerous to be around. I learned very little about hands-on electrical work at this time. During one union meeting, while they were talking about the dumb women, I went to the microphone to tell them we were only dumb because they were not teaching us anything.

On one job, the supervisor cussed me out the first five minutes on the job and brought a stripper on the job and followed me around to see if I would make mistakes so he could fire me.

I have had union members and representatives that oppose my taking a leave of absence from work to return to school and finish my BS degree. This had never been tried by an hourly person in my company. With no support, on my own I got the leave of absence. This set a precedent for any hourly person to be able to take a leave, since I broke the barrier.

I am married to another electrician and once we were on the same job. A comment was made to me by the son-in-law of my foreman; he said, "So, do you do all the work at home since your husband works hard here?" We have since been counseled by a long time member to not work with the same contractor.

I was afraid when I filed sexual harassment charges against a man in the corp of engineers that it would affect me job at X [contractor name] or my relationship with my journeyman and other apprentices. It didn't much. X [contractor name] stood by me. The others weren't very sympathetic, but it didn't change my work relationship with them.

I accepted a supervisor's (foreman's) position shortly after turning out. My tires were slashed twice and nasty graffiti and cartoons appeared all over the job. That was in 1983. Things have improved greatly since then.

When I first topped out, the foreman I was working for would talk about me behind my back and turned the other JW's against me. He gave me shit jobs and then said I didn't do them right. I was on the first lay off and have not worked in my jurisdiction since.

I started in the electrical trade over twelve years ago and there were many things that occurred back in my first two years that have impacted my career significantly. I had only been the trade two months when the first incident occurred. I was told to unload a truck of a 4" rigid pipe by myself. Being young (19) and naive (not knowing the rules), I proceeded to unload this truck my myself. I weighed only 119 pounds at this time and every-thing seemed very heavy to me. As I pulled a stick of pipe off the truck, the end kept falling and hitting the ground. My foreman would then yell at me that I was going to bugger up the threads. I struggled with this for some time until the truck was unloaded. When I went home that night all worn out and my back aching, my father asked, as he did every night, what I had done that day and if I was still sure being an electrician was what I wanted to do. I told him I didn't know that 4" pipe was that heavy. He asked who helped me and I told him no one. He then told me there was no way I had unloaded 4" rigid pipe by myself. When I told him about the foreman yelling at me for letting the threads hit the ground, my father hit the roof. This same contractor had already had two other female apprentices injured permanently and out of the trade. In the morning, he called the business manager and chewed on him for allowing this contractor to continue purposely injuring young women. The business manager then called the contractor and chewed on him about this. By coffee break, the project manager had come to the job site to see me and gave me his card, beeper and home numbers and told me if anything ever happened again to call him personally and he would fire the guy. After that, I read the rules and found out what was a one-man and a two-man job.

I think the worst thing I went through was during the end of my first year and beginning of my second year in the business. I was on my first BIG job. It was a thirty-two story office building. This is where I was physically assaulted, threatened, and sexually harassed practically every day for the eleven months I was on the job. The physical assault occurred from an ironworker who was the radio man sending up a load of steel. I was coming back onto the job with the coffee order and I stopped to wait for the steel to be landed. The man spoke to me, as he often did, and was very friendly. I was watching the steel clear the building and the next thing I knew this man grabbed a hold of my right breast. I was so startled by this I didn't know what to do and the only thing I had, besides the coffee, was my hard-hat. So, I began beating him in the head with my hard-hat. His boss was coming out of the building at that moment and saw me hitting him and started to yell at me because the ground man couldn't communicate with the crane operator who was lifting the steel. The ironworker foreman didn't think women belonged in the trades and had said so frequently, then asked to have me thrown off the job. I told them they should throw the man that grabbed me off the job. They decided not to throw anyone off the job. After that, every time that ironworker passed me in the stairwell, he would whisper to me, "If I catch you alone on one of these floors, I am going to rape you." I walked around scared for the next few months because all the work was being performed on the lower three or upper three floors. That left twenty-six empty floors. I ran coffee and materials between these floors and was alone most of the time. Every floor in this building has a picture and/or saying about me in the concrete and on the doors for the four outside manlifts. That was at least 160 pictures and/or sayings written about me all around. I had been the first woman on that job, but after a few months, there were seven women from several of the trades on the job. I tried to ask them for help with this situation and they wanted to stay out of it. Then one day, the carpenters dismantled the temporary bathroom while I was in it. Then some of the other women asked what I did to deserve this treatment and I kept telling them nothing. I had tried to be nice and friendly, then tried to ignore them and nothing seemed to work. Finally, after eleven months, I was transferred to another job. A few months later, I ran across one of the other women from that job and she told me she was really sorry that they didn't help me when I asked because once I left the jobsite, she had been targeted for the abuse that I had been targeted for all that time. I went around with a chip on my shoulder for a long time after that job. I have since found a way of handling things differently and there has been very little harassment in the last five years.

Due to sexual harassment on the job, I have been labeled as a troublemaker and this has caused me to be laid off for unfounded reasons. I am less than enthusiastic about reporting harassment for I am worried about losing my job. Requested union help and received none!

Pregnancy--Member and management do not know how to deal with these circumstances. You are in this trade; you should be able to do everything a man can do.

Please find the enclosed legal brief--this document is a matter of public record and, therefore, not subject to privacy laws. It has been in the newspapers several times also. Please note that this was a working copy, so please disregard the scribbles. The brief may be a little hard to understand, but, I hope, it will be of some use. To this day, I find it very difficult to be one of approximately fifteen women in a recently merged union of 1800+ men. These numbers may not be quite accurate, as I haven't been able to get work since 1991. (Enclosed is a fifty-two page legal brief, United States Court of Appeals for the Third Circuit No. 90-5560 Appeal from Final Judgement of the Hon. John F. Gerry, entered on May 21, 1990). Excerpt: "The two years of sexual harassment and outright discrimination, culminating in termination, had so devastated X [name] that on September 22, 1987 she became so depressed she requiring medication and return to therapy, that she considered suicide, could barely breathe, was vomiting, shaking, dizzy, and unable to sleep. She couldn't even move out of her house, much less return to the very place and people who had caused her so much harm . . . . 'This is an extremely fact sensitive and complex case, in which "motive and intent play the leading roles, proof is largely in the hands of alleged conspirators, and hostile witnesses thicken the plot,' Fortner supra at 500 (1969). The deposition testimony and documents submitted by Appellant clearly infer that she was subjected to a pattern of sexual harassment which was sufficiently pervasive or severe to and in fact did alter the conditions of her employment and create an abusive working environment that the management and her Union knew of the harassment and took no effectual action to correct the situation, and that she was subjected to intentional gender-based discrimination both during her employment and even after that by firing her and retaliating against her by filing a false and frivolous Counterclaim against her."

There are not enough trees in the world for me to begin to tell or write all the negative stuff. One example is merely for one day I voiced my opinion about a playboy pin-up calendar in one of our trailers at the time and the remark I received was, "If you think you have problems now, just make trouble over that calendar and see what kind of problems you are really going to have." Nice huh! Lots more stuff. You get the picture!

I have run into obstacles with the business agent, president, and members of the Local X because I asked pertinent questions regarding deductions, pay rates, and benefits that no other male laborer has ever asked--so I was blown off and treated as a "troublemaker" and so-called black-balled by the union organization. I am very knowledgeable in administrative, clerical, and also on-the-job labor. I don't bend for anyone!

There are a lot of men who feel that women don't belong in the construction field. Strangely enough, they are the first to want to have an affair, then women are doing their job. After eighteen years in the trade, I can honestly say women have less opportunities as far as advancement and acknowledgment.

I was one of the first five women in my local. Several years after I turned out, I went to work for X. I was set-up as a foreman and later as general foreman. The men had to constantly complain that a woman should not be telling them what to do. They tried hard to get me run off, but I stayed on for two years. Now I'm working for other contractors and the men respect me and allow me to do my job.

Problems with foreman being honest about work I am doing. I find they generally say nothing or tell me I'm doing well and complain to others (journeymen and foremen) that I'm not up to par or I work to slow, etc.

Being that a 4" piece of rigid can easily be dropped on my head (by accident of course). That I need to give up my job and let a man have it so he can feed his family. Having three flat tires on the same job because of nails or glass under the tires. Going to the bathroom and haveing them bust the door open or throw rocks down the pipe from above. Being presented a roll of toilet paper every morning in front of twenty men because girls use toilet paper where boys don't need to. These are just a few.

Some upper level foremen--GFs, have bad attitudes about women in the trade, but if the company owner is supportive of women--that transcends down to foreman's and GF's--starts at the top!

Told I got to do women's work when was going to clean something, treated like the village idiot because I was a woman and not expected to know anything. Always having to prove yourself.

When I was an apprentice, I had the job steward literally throw down his tools and walk off the job rather

than work with me. The next day he said, "Don't take it personally!"

No one incident has been that significant but constant negativism by many coworkers much of the time has made the workplace unenjoyable and difficult.

I have only been union for five months, prior to that I have been turned down for jobs as an apprentice electrician because I was a woman.

1. Have been laid off because the superintendent that took over in an area I was working did not like me at all. I was always getting great reviews and compliments on my work, but when the new man took over, he wouldn't talk to me or even acknowledge me. I knew he would see to it I was let go, and within four weeks I was laid off. I tried talking to him and his boss, but it didn't do any good.

2. I had a supervisor who propositioned me on a few occasions. It is very uncomfortable to work for a man after he has done this. You have to be careful not to give him the wrong idea, but still be pleasant and civil to him without being rude.

Working one to one generally works okay--more ethan one male JW around and there is usually women basing or letting a male apprentice do it--he can get it done quicker. Floor needs swept, gang boxes need straightened up--cleaned out, material needs organized--this kind of work some Hispanic journeymen have put me to doing--more suited to woman's work.

An apprentice who I didn't even know said he thought if he wore lipstick he would still be working and not laid off. Descriptions from women in the trade longer than I are basically the same thought: When I top out, I'll be laid off for long periods of time and laid off before the men.

Men say that the woman can't do the "same" job as them. So I make sure that I do the "same" job, sometimes I am not as strong but I try.

When I was a second year apprentice, someone put a smelly old dead mouse in my purse and water in my hardhat. Also, I was told by a union representative that I couldn't go to lunch with my foreman who also was a personal friend. I believe it was because he was black and from Trinidad and because I was white, young, and attractive.

I have had coworkers younger than I treat me like shit. They tell me what to do, check my work, act like they are in charge of me. They lie about what you do to others. They act like your friend and talk bad about you to others. They steal your tools. They treat you other than they would ever dream about treating another man. If you confront one man about another (I don't care what it is about or over), the man will always find some way to make you the cause and in the wrong.

Recently I was laid off out of seniority. Travelers were working and according to the agreement, the company had to lay the travelers off before they laid me off. I was on the job four days, the foreman, steward, and my coworkers came and told me they wanted to talk to me. We went to a room and the foreman wanted me to quit. I told him I didn't want to quit. He suggested I wasn't qualified for the job and I told him I was more qualified to do the work. (He said I was on a trial basis and things might not work out--whatever that meant.) I knew I was threatened and within two weeks he had me off the job. They threatened the union to fire me for incompetency if they wouldn't let them lay me off out of seniority. I tried to fight but NECA (National Electrical Contractors Association) changed the lay off to fire due to incompetency and I didn't know what to do from that point.

When I first started the trade--because only three women were already in the trade and the most visible one was not very good, for about the first year or so I had to "prove" myself on every job--My tools were hidden, remarks like "Gee--you're not like the other one" were made. After I topped out, I was to be foreman (just for a few hours) on a job--I was threatened to not accept (even for a few hours)--physically threatened. Also when I was about a third year apprentice, I had a guy on a job whom I didn't know and still don't--come up and tear the back of my pants off for no reason.

I was running a small job up to eight men and women. Two men didn't want to work, they gave me a hard time behind my back. The other men supported me and told me what was going on and said it was because I was a woman. Not because of me, or the way I treated them. My boss also gave me support. We are lucky to have an ex-president of a tradeswoman group that told me I did my job right! That means a lot to me.

I was fired because the owner of the company I was referred out to had an obsessive crush on me for fifteen years previously and I rejected him repeatedly for a couple of years. I was a second year apprentice. I had to appear in front of the committee, I was almost thrown out of the apprenticeship program. He had journeymen lie and fabricate stories on things that I had done. Until I threatened the union with a lawsuit. They believed him and not me.

As an apprentice from 1979-1983, I had many journeymen not showing me how some of the work was done. They were constantly testing me to see if I could lift heavy objects and did not hesitate to let me know that women were not wanted. I had a contractor try to take me to the apprenticeship committee during my probationary period the first year, before I was indentured into the union, for "not finishing any work on the job." I was told before I met with the committee that this contractor wanted to "take me to bed" as he did ask me in a joking manner many times. I had just laughed him off. It was a committee who had talked to me about this contractor and dropped it.

I have been sexually harassed on the job, have been let go because I was trying to organize a non-union shop.

What I have experienced is whiners from all areas, both male and female. All degrees and all levels.

Men (boys) who work for the shop and are ass-kissers who I know I'm a better electrician apprentice than they will be as an electrician.

Only one foreman caused me problems--it was just recently and he definitely has a problem with women. The company we worked for supported him.

On one job, I was doing really well when there were only myself and other journeymen and the foreman. When more men were hired on, once when I was given my work I was pulled off my assignment and put on other smaller jobs. This man who replaced me had expected to get hired on earlier (when I was) by playing the books with the employer and was angry I took "his" job. Later, when the boss was gone one day and one of the management men, who didn't like women, was in charge, this man started yelling I was in the way and grabbed tools and power tools out of my hands and slammed them into the gang box. He did this several times. When the boss came back, I told him. He said he would put a stop to the tool throwing, but talked about how women were more sensitive than men. He put me on side projects and then another young man also started yelling at me. This young man was favored, even though he had several days off for a DUI [driving under the influence]. I was laid off for being sick too much.

APPENDIX I

WRITTEN RESPONSES TO ITEM 38

(EXAMPLES OF HOSTILITY)

The following unedited comments are from all who responded to Item 38 of the Opinionnaire which reads:

If you have experienced support from other workers, union representatives or management, please describe a couple of incidents that have had a significant impact on your career.

This appendix begins with the comments of 38 women of color (preceded by abbreviation defining race/ethnic group), followed by the comments of 284 white women. They are in random order and double spaced between each woman's comments.

The following abbreviations are used:

AA = African-American	A = Asian-American
LA = Latina	NA = Native American

WOMEN OF COLOR'S RESPONSES TO ITEM # 38

AA

Union officials appear to be supportive whenever a problem of sexist or racist nature occurs. However, they prefer to squelch it rather than penalize the perpetrator.

LA

1. Opportunities from contractors to oversee job projects.
2. Some journeymen who taught thoroughly, emphasizing particular practices and encouraged to do better.
3. Changing managements' attitude when starting a job knowing they were opposed to females and then finding out we were valuable employees.
4. Being valued as a better apprentice by employer and given degrees of responsibility during apprenticeship.
5. Fellow women electricians being supportive when opportunities were coming my way.

AA

I found working in a small company for many years, where I get to know the men, was very beneficial to me. I found they were willing to teach me aspects of the trade that women in larger companies were not exposed to (more foreman-like duties, ordering materials, taking care of small jobs, troubleshooting, etc.). They were sometimes too protective and did not put me on some of the bigger, heavier jobs (i.e., setting switch gear, bending 4" rigid).

A

My assistant business manager was very supportive of me when I told him I was not a bra-burner. I wanted to be the best unionist and electrician. When he heard of my hard work out on the job sites and participation in the union activities, he became my mentor. I became the first woman executive officer of my local: Recording Secretary. Developed a home safety program to take into the schools, put local into TV and radio commercials. With his support, I was appointed by the State Governor to the State Apprenticeship Council.

A

As an apprentice, first day on the job, JW shows me to gang box and say, "I guess we don't need these anymore" (referring to pin-ups posted on gang box doors). Tool partner giving me credit to foreman for approach to job completion/task.

A

In general, I gained career support from other female electricians, some of whom I socialize with as close friends, and also from male electricians who believe the IBEW benefits by the increase in sister membership.

AA

My union steward is supportive in many ways and the president of our union is friendly. They tell me if I need anything, to let him know; my steward and I work together occasionally. They let me know what's available through the union.

AA

Other tradespersons are very encouraging at times. Union reps are often in cooperation with me going to work on certain sites.

AA

Yes, I have experienced support from some workers--mainly Afro-American, the union stepped in and gave me a transfer, and X plus her staff gave me lots of encouragement and other jobs. But, I got tired of all the racism, peer pressure, life threatening situations, and sooner or later they probably would have killed me.

AA

I was harassed on my first job. I called one of my union brothers. He, in turn, called my employer, and the matter was taken care of immediately.

LA

Thankfully the director of apprentices in Local X and X are women. I have received support and encouragement throughout my program.

AA

Some of the men are supportive; they tell you to stick in there, you don't have much longer to become a journeyman (woman).

AA

I can't say any support has had a significant impact on my career. Any support I receive is small and just makes that particular job go smoother. Support is so rare anyway. The union doesn't provide any support for me because they have no idea of the problems I face. White women (some) can only support me as another woman. It's extremely rare that I see another woman of color (any color) in this trade in the ---- area.

NA

In my local, the "committee" for the apprentices have tried to be more in tune w/advances in evaluations, often discussing problem areas or unfair practices.

LA

Two journeymen have taken me under their wing, showing me how to sign the book and approach people for answers. Truly good solid craftsmen who showed me that quality will always shine through in the end. In return, I try to be available with any help to someone just starting out. I believe I am a better union member.

AA

Other Black male electricians have sometimes come to my rescue.

LA

Just recently I've had the pleasure of meeting other women in the field. To see that they have accomplished becoming journeypersons makes me feel that I'm not alone anymore, also if they did it, I know I can do it too!

NA

Please feel free to contact me for more info. I've many stories to tell and have often thought of writing a book. I've been in local X longer than any other woman. We have 15/20 (journeylevel) and 20/30 apprentices in my local (women). I also have my own company that I work when I'm not working a union job (enclosed card).

NA (Left the trade)

One older journeyman recognized that, as a fourth year apprentice, I was under-qualified on the job and after working with me, he mentioned (I presume because I am easy to teach and catch on rapidly) that I had been mistreated during my OJT [On-the-Job Training]. One journeyman who teaches in a non-union school wrote me a letter of recommendation for the IBEW Founders Scholarship.

My apprenticeship director was "by my side" through all difficulties--This is a good man! All but one of my stewards made me feel like I was a welcomed member of the team.

AA

Majority of men I work with like me and know that I will work and do the job that is given to me.

LA

1. New foreman watching over me.
2. Everyone likes to work with me and asks for me!

LA

Yes, I have had support from a few good and decent men, who if it wouldn't have been for them, I would not have stayed in the trade. They helped me through the rough times. Thank God they cared enough to share their knowledge and compassion.

AA

Most of the older journeymen would treat me like an apprentice.

AA

There was an incident when a male tool partner lied about my ability to perform my job. Since, at the time, I was about 4'10", 130 lbs.

The apprenticeship committee, local contractor, and the union president gave me an opportunity to defend myself. I was tooled up with the union president for six months and he was very impressed with my ability to handle any work situation. With their seal of approval, I was able to complete my apprenticeship and now I am the one-woman electrical shop for my municipality.

NA

The assistant and now the director of our apprenticeship program really helped me get through my first lay-off. Plus, I still stay in contact with journeymen from the shop I was at and consider them good friends. Plus, through the hall I've met other women in the trade.

AA

In 1993-94 school year, I requested a year's leave of absence to be there for my cancer-stricken mother. Request was granted, no questions asked.

AA

I was told to hold on and learn all I could be all of the people listed above [other workers, union representatives, management].

AA

There are some nice people out there in the trade that will try to help you, but the ones that don't want you out there are so overwhelming. It's no match for the good ones. So they could use some help in the electrical trade. Please give us Black women a fair chance. That is all I ask. I don't want to be anyone else. All I ask is to be treated fairly and given the same chance as my coworkers.

NA

I did work for a non-union foreman once who told me to learn all I could--that was something no one could ever take back from me. He said this because he didn't feel we were ever paid what we were worth (non-union). He was a great teacher.

(Child care)--quality of and housework are some of the biggest problems--school work is also. On top of the others, that has to come first. Never enough time in the day for all.

NA

I've had several fellow workers tell me to "just hang in there" and that I am doing a really good job. There are no specific incidents that had any impact on my career, but little words of encouragement from other workers are very uplifting.

AA

I have received some support from the president of the local in a comment that was made to me with regards to my family situation. The statement was, "No man can be a mother." I currently am the mother of two infants (one year and two years) and a working mom and off-work when my two year son was sick with pneumonia.

AA

There was one job where the supervisor encouraged the journeyman I worked with to teach me and help to understand how to apply theory to the job. I have learned a lot on the job and it has been a great experience. It's just like a lot of other jobs I have had, some people accept you, some don't. The ones that don't, try to get others to join them in their attempt to degrade your gender, race, and ability.

AA

My steward.

AA

1. Certain individuals took me under their wing to make sure I learned.

2. Learned that prejudice is so covert, it can (at times) only be felt. Indescribable with words.

3. Learned to be more tolerant of ignorant people.

4. Support from union representatives, management, and other workers have all been empty promises to placate time as well as fill minority quota.

LA

Mostly women journeymen, well actually the one that worked for the contractor that I just quit, has been the only one that has supported me in my action pertaining to my warnings. She has also been there when I had questions. My husband and I are fairly active in our local union activities, served on committees, attended meetings --so my union representatives have shown support towards me. Also, our apprenticeship training director has helped me out the most. Without Mr. X, I don't know where I'd be now.

LA

During my first year apprenticeship, another JW [journeylevel wireman] (white male) made a derogatory statement about me. Another apprentice heard this. He took the JW aside and told him this was unacceptable behavior--don't do it again. He then told the job steward about it who took steps to stop this. It never happened again.

NA

I have had numerous amounts of accounts, visits from coworkers when hospitalized or phone calls regarding work status and well-being of myself and children. Offers of rides to and from work when my vehicle is in disrepair. Encouraging advice and sensitivity of high stress relief and on work techniques I might use to better myself and my abilities.

AA

It doesn't normally occur. However, when I was terminated from the program, I received support from two union members (both Caucasian--one female, the other male).

NA

1. Sued company for discrimination (pregnancy)--union backed me and got job back (but stress caused loss of child four days after being fired).

2. Had work diary to prove facts of a set-up to be fired after sexual incident--BA [Business Agent] wanted name, but I declined--I handled it just like any other man--one to one.

AA

There is one guy who has become an estimator for the biggest contractor in the city--he came and supported me when I went through the tough times. He showed me different skills to stay employed and told me he was there to support me if I needed help.

AA

When you maintain your career travelling, you either merit respect or not. I have low tolerance for the "dumb stuff" and I tend to know the travelers on the road and find them ideal in helpful information. My experience in the trade has been fulfilling so far. With what I've learned on the road, I know I shall never go home to work in my jurisdiction again.

WHITE WOMEN'S RESPONSES TO ITEM #38

Support from other women electricians who helped me complete apprenticeship.

I was out of work and expected to be out for at least six weeks. I went to the union representatives office of my local and asked if there was any work. Because I also didn't qualify for unemployment compensation, they came to the rescue with food, money, and a job for three weeks as a Tech II, doing fixture maintenance.

A few of my coworkers and most of the union reps stick up for me. They also appointed me as a delegate to our local AFL-CIO group on the X [geographic region]. They asked me to teach, but I lost by a vote (the man in Item 37) at our local apprenticeship classes. The foreman on my current job doesn't like his wife, calls her "the bitch" and I over-heard him say, now he has to come to work and work with one, too. This was only my second day on the job and he didn't know I was standing over top of him. I have finally worked with some black men on the same job and they have been supportive, but this foreman seems to "like" one of them.

A couple of guys pick, but they pick on everybody, but just in different ways--whatever seems to bother that person the most.

Men taught me everything I know about the electrical field and have directly helped me toward the better quality of life that I enjoy today. I think that almost everyone that I worked with was extremely supportive.

Before I was an electrician, I was in the army for five years. I was a photographer in my third year and still hauling garbage, scrubbing pots, and given the least desirable assignments.

I was a pile-driver for a few months before the electrical apprenticeship. My foreman called me into his office and told me to quit because I would never make it. I cried all the way back to the hall. The journeyman that I had been working with told me that that was unfair and I had done better than he did when he first started out. I went out on another job and did just fine. Another female classmate thought that same foreman was great. We agreed that he had judged me by my appearance--her teeth were crooked and she was rough looking--I was not. We were the same size, she was a little older, harsher language.

I have always received support from other workers due to the fact that I am a hard worker and do not rely on my gender to "get by." Although I may start out on a job due to a "quota," I often remain on the job well after the fact. The biggest compliment I can receive, and what I strive for is, "You're a good electrician, X [gave name]." Without that "for a woman" clause at the end.

I have had many enjoyable interactions with men on the job and have been treated without regard to gender, occasionally, which was wonderful! I do not tell everyone at work that I am gay, with very rare exceptions.

I had a foreman once who allowed me to learn something that I had no experience in (not only learning, but I had gotten thoroughly involved and had a major impact on the progress of the job). I could have been the deciding factor in a critical failure of the job. That foreman gave me an opportunity, many are stingy with those opportunities.

I have felt a lot of support from many brothers and sisters within my home local--and have served on many committees (i.e., executive, negotiating) for my local--the majority of the rank and file have always shown me the utmost respect and really care about me. One thing, this trade is not for every woman--you have to have mechanical ability and a strong work ethic to gain respect.

In my fifteen years as an electrician, I have found most of my coworkers on up through the union reps and management have been supportive to my career. Other than the incident noted in #37, I have encountered minimal friction while continuing my career as an electrician.

My biggest examples of support are the few times a JW has "taken me under his wings" and has been willing to show me all he knows. Some of the men are incredibly supportive. I've found if I'm willing to work and try, many of the male JW's are willing to train me. Also, when I've approached foremen about wanting to learn something new, 90% of the time I've been allowed to. This has been very rewarding.

I have been encouraged and praised by coworkers and management a couple of times for being a good, hard worker and doing a good job on some of my job assignments.

I've had a number of great journeymen teach me the trade. A lot had to do with my positive attitude, my willingness to do what was asked without a chip on my shoulder. Overall my association has been positive and yes, I would do it again. I love the work and I am extremely proud to be an inside journey wireman.

I received, and continue to receive, the most support on jobs from other electrician men who are, themselves, a minority race.

1. On one job, a black male intervened when another white man from another trade was verbally abusive.
2. On another job, a different male (mixed race) confronted a foreman who was constantly giving me "shit work," obviously in an attempt to demoralize me.

My JATC program has helped me tremendously. I was having a hard time with my school work--they would stay after and come in on Saturdays with me to try and help.

Husband is an electrician--got me into trade--was my Project Manager/supervisor/or foreman for three years.

Union entry separated us, but I carry his "shell" of protection.

Woman owner helpful in interviewing for apprentice training.

The President of our LU was wonderfully supportive at all times and encouraging.

Since I started my apprenticeship in 1992, I have had a lot of family problems which ended in the suicide death of my husband last September. Throughout all the stress in my life, my local brothers have given me support as much as possible (i.e., time off work, financial help, emotional help, simple caring). If it wasn't for the supportive guys, I would have walked away a long time ago.

I was encouraged by union officials (even appointed to fill vacancy on Executive Board) to get involved in union politics. Had support of most fellow officers during seven years of serving union as: Executive Board member, recording secretary, and vice-president. I am strongly supported in my current job to do outreach promoting women in the trades and am frequently allowed to use "employer paid time" to participate in fairs, etc.

I feel that the apprenticeship director I have now is there to help me--and that helps a lot. Also the company I'm currently working for, I feel, is giving me the chance to work. My coworkers don't think of me as just a "girl" so much anymore.

I have found that if you do your job and work heartily, you experience support in all areas listed.

I have experienced some positives also. Especially from my father who has been a JW Electrician for thirty years. I have had coworkers concerned with the way others were treating me, offering to help, and telling me to stand up for myself and to not accept this behavior. My training director (at the time of the above harassment was female); she found out about my problem and called to tell me I was never to take that abuse and to call her if I ever had another problem. I have many more stories, if you need more information I would be willing to cooperate.

Several of the women in our local keep in touch and get along well. Most men in our local are great electricians, plus hardworking good people. Several men have stood up for me and picked me to work with in some circumstances. So, it has gone both ways for me.

Yes--there are several male electricians who take me at face value, who let me use my knowledge and abilities. I work with more favorable electricians than non-favorable.

1. Stated above.
2. Another job I was on, it was made known the owner didn't want women on the job--after three-four months, myself and another woman were laid off as a result of a threats from the owner to the foreman--as a result of support from other men on the job, we won an EEOC [Equal Employment Opportunity Commission] suit against the company owner and were awarded "back pay" to the time when other apprentices were laid off.

Most of the time in the trade, I've been treated equally. I'm a good electrician and a very hard worker and contractor's have noticed that. I'm working now for a contractor who says he would rather work women than men. I've just been turned out since May, 1994, and this contractor gave me a big job at our main post office to run. I've worked for several contractors who love to work women who want to work hard and know our trade.

My journeyman made sure I understood exactly what we were doing before we started and gave me credit for my ideas of how to do it better.

I haven't had too many bad experiences in my apprenticeship. Most everyone has been good to me.

Left trade--Since I left active electrical work, I have been involved with a support group for more recent women apprentices and "journeymen"--however, my own experiences as the first in this local union were traumatic enough that returning to work as an electrician still does appeal to me.

In the incident above, my general foreman wanted me (and my journeyman) to put aside our differences and continue working together, but I "declined." Overall, I have been pleased with the treatment from my coworkers. I expected much more trouble than I've gotten.

The Brothers and the NECA contractors I have worked with and for have been gentlemen. We are bonded by our union. If a person is skilled with their tools and knowledgeable, then she or he will fit right in with little trouble.

When I entered this trade, there were only three other females in my local. The male journeymen were--and still are--supportive by allowing me to do all phases of work this trade offers. I use the word "allow," since the majority of electricians are men and they usually are foremen and the foremen selects and divides up the work among the crew.

Worked with some really great guys. Have been a big help in giving the support that others did not. Thanks for including local X in your survey. Take care!

After a recent car accident, two members of the committee (JATC), and a few of my coworkers, urged me to at least vent about how I felt--I did and even though nothing was really done about it, I let other people know about what was going on. Several months later, a few journeymen took me to our annual dinner and surprised me with a contribution.

A recent group meeting with other journeywomen in the trade was very informative and supportive.

Early in my apprenticeship, I didn't get the same job opportunities as my fellow workers and I missed a lot. Later though, I was thrown into a situation where I had to either sink or swim. I swam. Today, I have support (a lot) from almost everyone I work with and encounter.

The training director for our local is very supportive of women in apprenticeship and makes some attempts to solicit women applicants.

There have always been the rare incidents where different men have complimented my mechanical ability and quality of work. But, all-in-all, I seem to intimidate the men and that doesn't make it easy to be at work day after day. I have a few good wiremen friends, but most are people who I deal with superficially and go home to "happily" get away from.

Have worked with some very nice journeymen, which is probably the only reason I am still in the trade.

I feel, at times, I get rated as a second class citizen. I have been foreman on a big job and not told of foreman meetings, etc.

Lately I have tried to focus my electrical career on control wiring. It is something I enjoy and I feel I have developed a reputation as competent and reliable. My supervisors on my current job have been giving me constant feedback, as to the good work I am doing for them. This has happened to me on the last few jobs. Instead of being the first to be laid off, as in the past, I am one of the last to go.

I attended a vocational-technical school and took electricity. The guidance counselor and teacher and staff were extremely supportive, not just to me, but to all students.

Ninety-eight percent of all the men I have had the pleasure to work with are magnificent and have, after a while, given me the tools (knowledge) to do this job as 9/10ths of the time, the only woman. P.S. The other 2% had a problem before I ever got there, they just targeted me for being different.

Me and three other men were digging a ditch when I seemed to have offended the "brotherhood of man." The principal of the school we were working at came over to tell me, "that the only minority now days is a white male." He expected total participation from the crew as he expounded, "Even if the white male were more qualified for the job or made a higher test score than the blacks and the women, they would give the job to the minority." It didn't take a rocket scientist to see he was implying that the only reason I got that job and they kept me around was because of unfair minority hiring practices and not because I was qualified or doing the same job as my peers. I let him know that, in my company, there were one hundred employees and that out of the one hundred, there was one black and one woman and that I did not think they were in danger of "us" taking over. I also told him that companies hired 90% white males first and then had to scramble to get a 2% minority and that they told me the other 2% white males that they had to give "their jobs to a minority." The guys in the ditch with me had a good laugh and told him not to make me mad because they had to work with me for the rest of the day. To me, it seemed we stuck together. They might tease you unmercifully, but they won't help an outsider tear you down if you work as hard as they do.

At the end of my second year of apprenticeship, a classmate came over to tell me (the only woman in the class), that he was proud of me. He said that at the start of the first year, they had all had a large laugh at me. They wondered what I was doing there and took bets on just how long I would last. He went on to say that they were glad I did not live up to their expectations.

Fortunately, I haven't experienced hostility from coworkers. I've gotten a lot of support from the men I've worked with. I had the pleasure of working with a contractor in X in which I was treated extremely well and given many opportunities to learn. After speaking with other female electricians within the local area, I believe hostility may be due to personality conflict more so than gender differences.

The second job I was on I was having a little trouble with the foreman and my journeyman at the time would pat me on the back and say, "consider the source" and be made me feel confident. I was never afraid to ask questions for help. (We got along so well that rumors were flying about us having an affair, which we were not.)

Great efforts by local x (IBEW) to support female electricians with meetings, frequent informational mailings, and sexual harassment education in apprenticeship and continuing education programs.

Yes, told to get involved with Women's Labor Council. Very effective! JATC [Joint Apprenticeship Training Committee] was very apologetic when I quit, but it was really too little too late.

When I was an apprentice, I was given job assignments by my general foreman that were very beneficial. He was very good to all apprentices as long as they showed eagerness and were dependable. My fellow journeymen have always been supportive of me, as I am to them.

The above incidents are just two of many in sixteen years as an electrician. In the above-mentioned incidences, most of my "friends" agreed that the way I was treated was unjust, but none would speak up. The BA agreed that I was discriminated against, but failed to do anything about it. I would like to read your thesis.

Fortunately as an apprentice, my tool partners encouraged me to "take the lead," which, through trial and error, taught me a lot. They could see my willingness to learn and supported me through to the top.

A good tool partner can make the difference.

1. I was foreman on a job for the first time and the carpenter superintendent did not want to cooperate with me (he did not think a woman should be in charge). The riding boss from the shop phoned him and told him if he did not cooperate with me we would pull the entire crew from the job until he did.

2. I had surgery and missed several months of work. All the brothers and sisters from my apprenticeship class, officers of the union, and a lot of journeymen from my local, took up a collection for me, sent cards, gift, and just generally helped me. It was great!

Support from husband/family has been great! Since I am above the normal age for my trade entry, and I often did not receive support from my age peers, I did receive support from the younger generation often.

Overall there have been more coworkers that have supported me and took up for me than the ones that have given me a hard time. It is just a shame that you are treated unfairly because of your sex. The biggest change for me came when I got married to an electrician and then people thought twice before they messed with me. But, what is fair about that?

When I first applied to the JATC [Joint Apprenticeship Training Committee], I was sent to a large condo. I had never worked construction before, but by the time the interviews were held five months later, the general foreman, foreman, and several journeymen signed a letter stating I was a good worker and learned quickly. Although I was not accepted into the program, I did have their support.

On many occasions, I was really touched by the acceptance I received once a coworker understood I was intelligent, hard working, serious and easy to get along with, as long as I wasn't being harassed. One guy came up to me (a foreman) and said, "At first, I didn't want you here, but you've changed my mind about women in the trades." I was often requested by a foreman because I was better than a lot of guys. One steward, who was impressed with me, would ask the foreman to allow me to work with him on certain projects, specifically so I could expand my skills. On one job I had a confrontation with a coworker and I was upset. I made the steward listen to me while I sat and cried and told him about some of the abuse I suffered over the years. He listened patiently, then turned to me and said, "It really has been bad hasn't it? I had no idea."

My union reps, management, and fellow workers have always been willing to help and give me knowledge--when I asked for it! You've got to have the "can do attitude" and if one person won't help you, there's many more who will. The person who won't is insecure in the job they're doing. Find a better source. I've been all through the apprenticeship--contractors would not let me run work when I felt I was capable.

I have learned from the top journeymen in my local, and they have made all the difference in the world.

I was told and taught never to take "crap" from anyone and shown how to leave a job site with dignity and respect for my job and trade.

Was shown how to bow out of difficult situations and taught how and when to put my family first and my union second.

Having my foreman compliment my work and telling others he recommends me for work.

I have been told a few times by my men coworkers to "hang in there--they know I can do it." That means a lot to me.

Most men think it is a good thing (women in the trades) and they tell me so.

I was appointed to work on the local union staff by a business manager who recognized my intellectual and hard-working abilities and my dedication to the IBEW and welfare of the wage earning electrician. He was not afraid to hire me because I'm female. A lot of members of the local and even the district office thought he was crazy to put a woman on staff, especially a young woman and especially in a construction local. My answer to question #35 tells you I was hired for my brains and abilities and no other reason. Together, my boss and I have turned this local completely around in the areas of memberships' attitudes toward the employer, the customer, the non-union electrician, to IBEW electricians from other locals, and to each other. We have increased union membership dramatically and built a working relationship with employers. We plan to continue for as long as the membership wants us to. All in all, considering the good with the bad, if I had the chance to do it all over, I wouldn't change a thing.

Once on a job, the foreman selected a certain JW [journeylevel wireman] to work with me to see "if I was any good." If not, they would run me off the job. This was at a different local than my own. This particular JW had had some problems
with other female JW's and was pretty critical of them in the trade. Well, I was able to change his mind and allow us all to stand alone like men do as to who we are and our abilities. He told me about this approximately nine months later after he proposed marriage to me and I accepted (drawing of a happy face).

I could write a book on my experiences in the trade. Coworkers are supportive, union reps don't want to cause waves, and management closes their eyes.

I wanted a promotion to planner. When my coworkers were asked about my performance, they told management that their only complaint was that I worked too hard. That got me the job.
I was out of work for a short period of time. An ex-coworker was working a really good job in X city and needed someone who could run multiple runs and sizes of conduit that looked good in a tight place. He recommended me and I got a personal job offer.

In most instances, I have been encouraged to succeed. I have been given many opportunities to learn the trade. I have had the experience to work with some top of the line electricians!

My partner always encourages me, even when I get frustrated with my work and suggest that I should find another job or trade. Pretty much, the crew I work with have been very supportive and helpful. It's like having dozens of brothers you never had before.

I was the first female in my local to turn out to make it through the apprenticeship, so I had to pave the way for others. But, I am the type of person that treats others as I like to be treated. That made it easier dealing and being dealt with of others. Mainly, when I started traveling, it was easier in locals that already had females in them. They knew how to deal with women.

I believe once I made it known I was there to learn the trade (as an apprentice) and not just to be a pretty face, I gained the respect I deserved. Also, in all aspects of life, we as women, have to work harder than a man and prove ourselves time and time again to be considered equal with a man!! Thanks.

True friends are there when they see someone else giving you a hard time.

I find the men on my job will always point out faster ways of doing things that might help. If I make mistakes, they usually say that everyone makes mistakes, learn from it, and move on. Getting over mistakes is an important part of work.

I was having problems with Apprenticeship Committee--went to assistant BA, he was very helpful as far as legalities and a very good listener!

Most coworkers--apprentices and JW's--are very supportive in any issue.

Coworkers and supervisors making a special effort to teach me.

1. As a first six month apprentice, when lay-off time came, my foreman strongly recommended that a third year apprentice (a guy) be laid off instead of me. I stayed.
2. I was placed on a service truck "temporarily" to meet a minority (female) quota for a certain job. When the job was complete, the journeyman said he wanted to keep me on his truck permanently instead of his original apprentice.
3. After I "turned out" and had my journeyman license, I was placed in the #2 position over a crew of men. When the foreman was gone, I was in charge. On that particular job, there was a female tech on the team of engineers, overseeing the project. It was nice to have another female around for a change.
4. Before I was injured, my company made me foreman on a big job. Overall, my experience in the electrical trade has been very positive. I got into the apprenticeship program after 1-1/2 years majoring in engineering. I always felt I had to pull my own weight.

I have never received encouragement from other journeymen. My husband supports me a lot.

One foreman switched my tool partner when I was a first year apprentice because he over-heard conversations in which my tool partner was talking about his sex life. I worked with a few very good electricians. They taught me important lessons that I always hold on to. Confidence, patience, being responsible, just to name a few.

Many journeymen in the trade were glad I was there. Very supportive taking me "under their wings," watching out for me as a woman and a fellow electrician. Those men are the only reason I hung in there and got my JW ticket. I am truly thankful.

I have had people tell me not to give up, all the hard work is worth it.

Men just saying you are doing a good job and that getting everyone's support will not happen, but keep on working.

My local union is very supportive. I have not had trouble with employment basically because I am a hard worker. Unfortunately, I am sometimes passed over on some jobs because of my size. I have learned to be very aggressive and insist on being allowed to participate in various tasks.

There have been several other women (all have been in the trade longer than myself) who have been very supportive and eager to help me.

I have worked with several men who would treat you kind of cool when first tooled up and after a while they would say that "I changed their mind about women in the trade." After ten years, I feel I have earned the respect of a big part of our local. There are still some who will never accept me.

I feel that if I present myself with a positive and knowledgeable attitude, then I am not going to have any problems. I see the women who have problems on the job usually have a negative attitude or anticipate (i.e., look for) a problem. The key is self-motivation. This is a very physical and mental job. You have to like what you do or you are not going to be able to do the job you need to do.

A foreman did not care for women, attempted to have me fired, but our business agent came to my rescue and stopped the situation from getting worse. When I was touched by a coworker, I went to my foreman for assistance. He removed the coworker from the job.

Some men that I have worked with in the trade did not care for women being in the trade, but I worked hard and gained the respect of these men. The fact that I changed their outlook on women in the trade is the best support or compliment I could have received.

1. I was instructed to haul 8 foot rigid 9 inch diameter, and the apprentice that I was working with (male) complained constantly, even though it was evident that I was as strong as, if not stronger, than him.
2. There was a drywaller who constantly harassed me sexually. When I told the journeyman I was being harassed, he said, "You've got to get used to it, tell him off." Needless to say, it didn't help.

1. When a foreman of another craft kept commenting on what a nice "butt" I have, I told him not to talk to me like that and reported him to management. The job superintendent then called the foreman in and told him if there was one more incident of that nature, he would, without hesitation, be removed from the jobsite. 1993.
2. The other workers told me they would speak with the individual creating the hostility and from that time forward, I felt there were no more problems on that front.
3. There have been many incidents of each of the above and I believe education is where the solution lies.

One of my contractors made it quite clear to the rest of his employees (my fellow electricians) that he wished they had half the drive and determination that I possessed on the job. It was a statement that has really "stuck" with me when things get tough.

A few coworkers have been very supportive.

I've had customers specifically tell me, "Thank you" for my hard work. Employers want me to run work because they felt I was capable. Foremen tell me "good job."

On my last job, I had every one of my customers pushing to get me the "craftsman award" for my artwork with MC [metal clad] cable in five electric rooms. Needless to say, that hope didn't happen and I don't think it will (for women) for good long while!

The other women on the job are great!! They're union!

I receive support from other workers on many jobs. Many of the people (men) I run into say they admire me for going through the apprenticeship as a divorced parent of a small child. They say they are proud of me and tell other people I am a good worker/person/parent, etc. I am pleased with their response in general.

The man I'm working with now is really supportive and takes the time to stop and show me how to do things. He doesn't just sneer when I say, "I don't know how to do that." He explains.

I was being threatened by a coworker and my crewman started protecting me from his advances at lunchtime by surrounding me at the table and they ostracized him. He finally apologized and it was ok.

Generally, if you go to a job, work and don't demand special treatments, most coworkers, foremen, and management are happy to work with you!

Overall, my experience as an electrician has been very good. I had one very supportive supervisor who was willing to train me as a foreman. However, it was my reluctance to follow through, because of my knowing I'd have to stop working when I started a family, that kept me from being one. I must point out that this one supervisor out of many I worked for, is the only one I believe would give me a fair shake.

Most of the men are great to work with and are very helpful. Hearing people say they have a lot of respect for any woman (anybody) in the trades.

I have too many stories to narrow it down--I do get treated better than worse more often. However, I do feel that I need to work twice as hard to equal my male counterparts--but I also try to work twice as smart so I don't have to be twice as strong. (happy face)

In the field, I've always been given support from other workers. I've been made comfortable by them of the jobs and have been made to feel that I'm needed as a worker.

When a foreman or journeyman that I work with or for gives me words of praise for an idea or work I have accomplished, it makes me feel like I'm respected and that I am equal. Also, being personally thanked by a business agent for calling a problem to their attention.

On two different occasions, in two different states, two different apprentices approached me to let me know that they sympathized with me. That they had gone to our supervisor and told them that my journeymen were being extremely hard on me because I was a woman. That they thought it was hurting my work and confidence in myself. They did not feel these men had ever treated other male apprentices in this manner. Nothing was ever done, but the apprentices told me, just to let me know that they could see what was happening and that it was not fair for me to have to endure.

Most all the men that I have come in contact with are very supportive and respectful. I feel times are changing and if the women can carry their own weight, they will get the respect they deserve. If there is one jerk who doesn't give it to her, there are a dozen men who will back her up. At least that's how it is in my case.

My training director picked me to go to the White House to see the President and First Lady for a bill-signing. It was (to me) a reward during my fifth year. The JATC office always supported me and bent over backwards, sometimes to make better conditions. I've had coworkers really lay into someone who has been harassing. Defending my honor, so to speak. It's really nice when it's my apprentice--sort of shows respect. Most of the time, though, we are just workers together. No black or white, male or female, just brothers and sisters of Local X trying to do a good job, have fun, and make some money. The good definitely outweighs the bad. I am happy that I chose this career and have no regrets.

I have been extremely lucky to have had a good journeyman during my apprenticeship. This is my final year of apprenticeship and I have had a great mentor. He has taken a lot of time to improve my skills and knowledge. He feels that when I break out as a journeyman--it is a reflection on him. Therefore, it's very important for me to be a skilled electrician.

If I have coworker trouble, my general foreman and foremen are very supportive in clearing the trouble.

Coworkers help during times of transportation problems.

In general, my company has good people that help and support you as a family.

I have had a couple journeymen say that they generally don't think women should be in the trade, but they liked my work and my attitude.

Most of the older men treat me as their daughter. They show me everything they can, or they're afraid I'll get hurt and want to do certain things for me and I tell them to back-off and let me try--if I need help I'll come and get them. Sometimes I get discouraged if I can't do something that's heavy, but most guys say it's alright because there are guys in the trade who can't lift either. I have an advantage because I can fit into tight places, get my small hands in areas some men can't. I'm not afraid of heights, I can weld, etc. In other words, everyone's got limitations.

I have received support from a lot of my coworkers, classmates, and union reps because they have seen that I can do the work.

The business manager is very supportive.

Each job I have worked at has been a pleasure. Everyone is extremely supportive. There are no individual incidences that stand out more than another--every day is just as great as the last.

Diversification has been the entire magnet drawing me to this electrical work. The JATC apprenticeship had the foresight to move and use me in different fields. Counselors directed me to this trade through career planning. The ability to laugh and be a team player was a real asset to my "fitting in."

Most men are generally open-minded about me and the quality/quantity of my work supports my career choice. There are a few guys who could really get you down. Most men in the upper ranks have enough sense to let me work and prove myself. I have been able to show that my training and abilities can benefit the contractors in the foreman areas, as well as journeymen teaching OJT to new apprentices.

I'm working within a company now, where the management has recognized my ability and seen through the chauvinist I work with. One person has stood up for me and placed me where I can learn and progress as a journeyman. He's given me jobs that the foreman insisted one of his "boys" do. This manager has stood behind me 100% and I've proven I can do as good as work as the men. Even though, the men show me the same respect they show their male coworkers. This person has worked with me, instead of against me, has helped me gain confidence, and much knowledge. He's done more for me in one year than any "brother" has done for me in six years.

Most everyone treated me like a daughter--the most trouble came from the guys our own age--even now--being on disability through the union--everyone is very supportive and concerned with my well-being.

Occasionally I have been commended for being a hard worker and for "surprising" my fellow workers. On one job in particular, before I had arrived, the crew was instructed to treat me with "kid gloves" because I complained of the harassment I received at a previous job for this employer (above). I was referred to as a "bitch" by the company before I came to this job. I worked this job ten months and was there several days before everyone questioned this description of me. They all said I worked harder than most male apprentices and was easy to get along with. At the time of my transfer, they all stated they would be "honored" to work with me anytime.

One JW showed me a couple ways to efficiently do a task, then sent me off to do it. If I do good work and give respect, I have been respected.

On the whole, most fellow workers and employers have treated me very well. My first employer, I felt, really gave me a break by hiring me in the first place. I didn't know beans about electrical work and he provided an atmosphere where I was very comfortable and was encouraged a lot of times. I feel I was really molded into a reliable worker and a good electrician by many capable and open-minded journeymen over the years. A woman has to go into a situation with confidence and, above all, a good attitude. Most men will respond by accepting you and give you a chance to prove yourself. As in any career, but especially in the building trades, a person, whether a man or woman, builds a reputation. That reputation follows you from job to job and from contractor to contractor. I have never been on a contractor's list of "not for rehire."

No matter how much support you get, it still doesn't change that the training we receive is less than the men. I feel they do that so that we will be less qualified to take their jobs.

Many journeymen I've worked with have commented on my work cards or to other workers that I was better suited and able to do the work I was assigned than most of my male counterparts (mostly apprentices), but also compared to some of the journeymen on the job.

While I was a trainee, I worked hard to prove myself. Many of my fellow men workers and supervisors realized that and several wrote me letters of recommendation to take to my interview for acceptance.

I became a member of the X, I received a great deal of assistance and support from my mentor. He helped me with personal problems, as well as on the job and financial difficulties. Without him, I may well have quit the program.

I have had wonderful experiences with almost all of the journeymen with whom I have had the privilege of working. My education has been as rounded as I have been able to make it. If any woman complains about not getting the same opportunities as a man, she hasn't tried hard enough.

Since then, I have worked for several different companies and worked under many different journeymen. It didn't take me long to see that they were normal people in the trade and almost all of my experiences since then have been positive.

Every week on Thursday, for about two weeks, there wasn't any toilet paper. I brought it up at a safety meeting. They laughed. Finally I called NJATC and X (training director) came down and made a demand. And, within a half-hour, we got a female sani-can. Myself and the other women put a padlock on it.

While working on a job, the foreman found out I was pregnant and informed the front office. I then received a one-man lay-off. I was going to file charges and one of the people in the hall said they would help. I never did do it, although I probably should have. Not all coworkers are unsupportive, some are very nice and treat me just fine.

After I "topped out," I went to work for a large company. When I was hiring in, the job steward said he was going to put me in a paperwork job. I told him I could pull my weight and I didn't need to be "taken care of." He sat me down and explained in no uncertain terms, that it was because I was a local member and not a woman. It made me realize that I have developed a chip on my shoulder about being a woman electrician. It helped me grow.

Many times, others have shown me how to work more efficiently. Most of the men I work with accept me without question, but I do have to work harder than others to prove myself to my coworkers. If I feel I can't do something, I let them know and they don't have a problem with it, because I don't want to get hurt or hurt someone else.

In my first incident, the union was very good at representing me and proved it to indeed be sexual harassment and two men lost their jobs over it. In the second, management did listen to my side and found it to be worth while moving the cub onto another company.

The apprenticeship committee called me in to remove "a little of my hide." It was the most disgusting, demeaning, reprehensible experience I have had in this apprentice-ship. When my coworkers found out about the upcoming meeting, many wrote letters of recommendation, support, and a tribute to my work in the electrician world. Men from other trades also volunteered to write letters, appear as witnesses, and do whatever was needed to support me.

When laid off, I got calls from black and white male foremen coworkers hoping I could come back, expressing support.

Knowing my job was secure after the birth of my son two years ago. The training director was especially helpful during this time and my teacher at the time.

Having a woman instructor has helped me a great deal. She makes me feel as if I can do anything and I get excellent grades too. Plus, we have a woman I correspond with in the JATC administration who was my JW, which is supporting also.

Through the support of coworkers and union representatives, I have been able to participate in various areas, i.e.:

1. Instructor for apprenticeship program local x
2. Women's representative for the x district meeting
3. Spokesperson for the tradeswomen paper
4. Local radio guest speaker

A white male long time electrician befriended me and several women in my local. He would let us know about upcoming jobs, help me with figuring out dynamics on my work-site, and tough situations. He'd tell me what my rights were according to working agreement, by-laws, or constitution. He explained electrical things, tutored me, and coached me. He was a "flea" [unofficial organized group of electricians who often travel to work] and a great individual who offers service to all kinds of people in lots of areas. I really honor and love this man.

There were some other white men who helped me on the job in various ways to whom I'm thankful. The men of color have to be so careful because they are targets also of discrimination and there are so few of them to offer support. The other black man who got laid off with me in my story in Item 37, offered to be a witness for me, overhearing what happened between me and the super and electrical GF. He was great.

I have been appreciated/valued/treated well by only a few foremen and it's been wonderful--the rest of the time it's been a drought.

In conclusion, I'm leaving the trade after ten years. I hurt my back and can't return, that's the obvious reason. The underlying reason is the sexism that has taken its toll on my body and spirit. It's too hard to keep doing the work in such a hostile environment, in dysfunctional relationships, with more women leaving and fewer coming in, and with the level of discrimination so underground and lethal to my self-confidence, training, employment for very long and psychic energy needed to deal with so much.

As a general rule, most of the men I work with are apprehensive at first, but when they find out how capable I am, they are usually supportive and respectful.

I quit the trade because I began noticing my hands were not strong enough to do the work that all the men did and they started becoming extremely painful. This was my main reason, but without anyone knowing. The men at all levels were extremely supportive, helpful. They even gave me after hour help to learn the name of supplies and equipment. I felt comfortable with most men I worked with.

I have been told countless times, "Anyone who earns the respect of their peers gets it." All of the people I have worked with have become good friends.

I have recently become a major player in a large X [geographic area] account. In the last year, I've watched electri-cians come and go. I have stayed working for them because they like my work, my attitude and the way I conduct my-self in a professional, yet personable manner.

I was told, after working for this customer for approximately six months, that the electrical engineer for the corporation had been an electrician for thirty years and never had much luck with good female help, but I was doing an excellent job and he was pleased.

It makes me proud when I turn a nonbeliever into an advocate of women in the trade.

Been President of X Tradeswomen Network.

I worked as a construction electrician for five years. I was the top of my class. When the personnel manager at my current workplace asked the business agent if he had a good female, from time to time he declined. But, after I finished my apprenticeship, he called to let her know he had one for her. I went to my interview when my second child was one week old. I declined the supervisor position, but later accepted the position of maintenance electrician there.

When I was pregnant and sent to another job, after the one I was on was completed, a foreman asked why the estimator sent me instead of the men laid off. He responded "I'd rather have her, even pregnant, than any of the men laid off."

No specific incidents stand out. Overall, the people I have worked with and been in contact with have been supportive and helpful.

I like working as an electrician. I have done mostly hotels, theme parks, many shopping centers, and my last job was at a new power plant. I find that occasionally a job needs to be done that the men can't do because the space is too small: a pipe left out of the ceiling; a narrow wall space; a screw in the back of a deep box. Also, if I use my head, I can often figure out a way to accomplish something that a stronger male may have just bulled his way through. I have also found that my good ability to read prints has helped immensely. Layout does not take strength. Generally I can always find a special niche to fill on the jobs I've done.

In the beginning, during my apprenticeship, we were not accepted well. At our school, in the first bathroom, we had a bulletin board where we could write notes to the other female apprentices--we were all each other's support group--we all helped each other make it through. The guys being somewhat jerks then, now, fourteen years later, we are very accepted and many of the guys are very supportive and even protective of us to other trades.

They just look at you and shake their head with a phoney smile on their face like they are listening, but I get the impression they'd just as soon not hear it and think you are being too picky or sensitive. You are better off to keep problems to yourself because you just get labeled as a troublemaker.

Asked my opinion at union meetings and was asked to be on committees.

Men will talk to you one on one, but they are just as afraid to lose their job as I am. As always, this is one of the "good 'ol boy's clubs."

Union representatives are really supportive in my area, also a teacher (gave name of a male teacher) was very supportive, took extra time with students to help us through.

1. The last job I was on was a federal prison. This was a huge project for our area. Unlike five years ago, I was offered a foreman's position, which I accepted. I maintained a full crew (all men) and I got to complete four buildings from the dirt to completion. I honestly feel I gained the total respect of my crew, my supervisors, and my union hall through this project. Although the responsibilities and demands were great, I feel it was worth it.
2. Although my apprenticeship was tough, I had several good friends in the trades (not all electricians) who supported me and encouraged me to stick with it. Among them is my husband of three years now (we've been together eight years), who is also an electrician and understands all I've been through. He also makes an excellent traveling buddy.

After this incident, well I was thinking about quitting because I always thought the hard worker was the one who kept their job. Instead of the loafer. Not the case--I wasn't in with the good ol' boys, you might say. Well, a JW named X is just like me, a hard worker. He heard what happened to me and asked me to come work on his job. It's been great! No men can stand a woman to outwork or out-smart them. It made them look bad. There are a few out there that have nothing to prove!

Not one incident in particular, there are too many. Almost everyone that I have worked with is all for being in the trade. I get along with my coworkers very well and they know I do my job as well and sometimes better than a lot of the men, so they respect that. If you do your job, in most cases, no one will bother you. Why should we (as women) make the same money as the men if we can't handle the job? It's not fair to them!!

The woman instructing our class has been encouraging with stories of her working as an electrician and how she has handled difficult situations (usually with a lot of patience and a little humor). Having another woman in the class has been helpful in that there is someone who I can relate to.

No significant positive experiences.

In a recent incident, a coworker made an unwanted touch on my leg, while on a ladder. He also made comments to me. This made me feel very uncomfortable. I later asked the journeyman with whom I was working if he had seen anything that had happened--he said he did not. But, the next day, while I was at trade school, he went to the steward because he was bothered by what happened to me. And, from there the problems were solved promptly without involving me at all.

Recently I asked to be considered for an appointment. The position had filled--but other doors are opening. I'm being sent to a week-long course for community services in April.

I ran for executive board, as well as delegate to the international convention. I didn't campaign and still received a solid 400 vote block. Even though it was not enough to win, it was a very respectable showing out of the 1300 votes.

No support from union and coworkers, they are a joke. Local X toward women.

There have been several journeymen who have told me positive things with becoming a woman electrician--i.e., to hang tough, don't listen to the "older" journeymen who are set in their ways, or the male chauvinists. Not all older journeymen are so set in their ways. I've also had a lot of positive response from the public I've encountered. Some saying, "Oh a lady electrician, way to go! Good for you. That's great!"

After the incident, I received tremendous support from our school president. He has been a very good ally and friend since. That was by far the most negative treatment and the most hostile I've received from a fellow union brother. However, like I stated, our union seemed to give me support and treated me with the proper rights I'm entitled to. Most of my experience is positive, because I like what I'm doing and I'm assertive about my job qualifications, and I'm pretty easy to get along with.

The journeymen have answered most of my questions--some still try to test me. All in all, this is the best trade.

There have been eight males and one female mechanic that have actually taught me the trade. To those individuals, I'm eternally grateful, they have changed the course of my life.

When the program works--attitude, skill and knowledge is the key to developing a good mechanic that will have pride in the trade and in life. It only takes a handful of individuals to believe in someone and teach them a livelihood. I only wish that there were more people like this in the trade. Knowledge must be a consistent application.

I was recently thrown out of my home with my child. The guys in the field, contractors and BA and executive board, all offered a hand, whether money, trucks, help moving, baby sitting, dishes, or just a smile. Brotherhood is strong--especially if you treat them like brothers and sisters, and all along most of the "brothers" aren't well to do, but they would give their last $5. We have to stick together to keep the power and the benefits we have already. If we're so worried about male/female, Mexican/white/black, handicapped/healthy, young/old, eastern/western--we have lost our future. We're quality union craftsmen first, our work proves our worth. We're professionals.

Honestly, I have had an uphill battle from the beginning coming from an electronics degree background and working in the field. Women have a tendency to shun one another, I guess its the competitive attitude that is the down-fall of us all. Sometimes the women of our local get together to talk about problems, but we are more critical of each other--so sometimes it hurts us more than helps.

Not all, but most workers and union representatives have been very supportive in my years as an electrician. I'm thankful that they have been, because again it's helped to make me a better a person and a better electrician.

The best journeyman I ever worked with told me, he may not agree with me being there, but he was going to teach me what he knew. I knew where he stood, and I have great respect for him.

I worked with a gentleman named X. He always encouraged me. He gave me a lot of training on the job. He also gave me a raise because he said I was such a good worker. It is rare to come across these pleasant surprises.

I have had many encouraging remarks from both my co-workers and union representative and officials (local business manager and school instructor).

In the above described situation, the apprentice director came out the next day to investigate the situation and reassigned me the following day.

I have found that most of the journeymen I have encountered are willing to help in any possible way to see that I become a competent journeyman. As long as I am willing to make an honest effort, I am always treated fairly. No one has ever forced me to do any task that was above my skill level, beyond my physical abilities, or that would put my safety at high risk.

I do not have any trouble getting support. I can't think of any specific incident.

In several cases, foreman have run a risk personally by selecting me to accomplish a job that their superiors have rejected me for, based on my sex rather than my ability.

My coworkers support me because I work as they do. I don't expect any special treatment. If I feel they try to lighten my load, I offer back to help them.

Most of the men in our union were supportive of me during my apprenticeship. Many went out of their way to try and teach me as much as they could.

I filed a grievance for harassment (as electrician) and the incidents were so severe that coworkers made written statements to that effect.

Moral support from male coworkers. No support from union or management.

Severe discrimination and harassment forced me, as an individual, to seek my own in-depth studies (communication, gender issues, and philosophy) enabling me to better comprehend/balance my own perceptions and understandings.

The one incident that occurred, I had a foreman giving me a hard time on the job and a couple of my fellow workers got tired of hearing him, so they turned him in to the general foreman and to the shop. They stood behind me 100%, even against people who were talking about what happened who weren't even there.

I have received a great deal of support from coworkers, union representatives, and management because I could pull my own weight and handle coworkers (from all trades) well. But, as far as having a significant impact on my career (as a woman electrician), it didn't. As each goal is met, new goals are made. I haven't worked as an electrician since 1990 (except for family and friends) because I've been pursuing a career as an electrical engineer. I do feel that my experience in the field will greatly benefit me when I am the one designing prints. I've seen many problems arise and the hold-ups caused by poor planning. I hope that being on both sides help add foresight and make me more employable. I have kept my licenses and am still a member in good standing in the IBEW. If, when I complete my degree, I cannot find a job immediately as an engineer, I can always fall back on my electrician license.

My coworkers have been supportive in my career. Most have been willing to give instruction and have not looked down upon me for being unfamiliar with mechanical understandings. The union officials are also very supportive in matters of harassment, both sexual and racial. Our representative takes a very hard line on these issues.

Most of the men that I have worked with are very supportive and they still expect me to pull my own weight as any other apprentice. I have very little help, unless it's a heavy spool of wire or a very hard or dangerous task. I have even received unexpected help (even when I can fully handle the load) from coworkers and even customers! Carpenters are usually very cooperative and some are even too eager to be of assistance--they are mostly surprised to see women on the job.

1. Have had support from my father-in-law, who is union member and journeyman electrician, from the first time we discussed putting my application into becoming an apprentice.
2. The other workers are patient in teaching a "green" apprentice the ropes of our trade and take time out to thoroughly show you; always insuring you understand!!

We have a union paper that comes out monthly and I was asked to do an interview with the paper for an article about myself. It was a very nice article and made me feel like I was appreciated by my union brothers and sisters, and supported. Also, the last company I worked for, my boss asked me how it was I got along so well with all the guys. I was a foreman for that company and it made me feel great he would have noticed that I didn't have any problems with the work or the men.

My classmate "buddies," especially three female students I met in electrical school, helped me the most in keeping my sanity. Also, numerous people I have worked with who respected my knowledge and hard work.

I have received lots of support from both coworkers and management. I also received the apprentice-of-the year award many years ago.

The union has changed a lot having both women and minorities as officers and working as representatives.

I was one of two people left on the end of a large job and was sent to do checkouts with a factory representative on nurse call stations I had installed. The same manager as above [Item 37], called the foreman and insisted I be sent to a job elsewhere (a job considered to be crappy). The foreman told him that it was really unfair, that they always sent me away from good jobs and that I was really needed for this checkouts since I had done all the work. It made me feel good, but I still got sent away.

Once another journeyman called me a name (cunt) every single day in front of everyone, including customers, employees, foremen, steward. No one said a word to him. Finally, two other journeymen told him, if he didn't stop, they'd report him.

Most of the men I've encountered on the job are extremely helpful. They realize I don't have the strength they have, but if there is a tight work space, I am the woman for the job!

The incidents referred to above have, without exception, been reacted to negatively by my coworkers. I have found the majority of my fellow electricians to be supportive. I have never felt the need to report anything to union representatives.

I will qualify this statement, however, that in my opinion, this supportiveness borders on paternalism. My coworkers are looking out for me because "I'm their girl," rather than because of their respect for women in general.

My BA was livid when he heard later of the denial of medical services. The steward was fired and the foreman bumped back. I always knew that I had his strong support, not specifically because I am a woman, but a union member, a member of the brotherhood.

Now, a married lady of thirty-five, I have fewer problems with lack of respect. I'm viewed as (and probably am) more stable. When going to a new job work working with "new" people, they may be skeptical at first, but when they realize I'm competent, trust can develop. There is rarely more than good natured kidding. I have overheard questions from members of other crafts to my coworkers ranging from sexual orientation to competency. I am continually surprised with the vehement loyalty of their answers--from, "This is one of the best electricians I've ever worked with," to, "I wouldn't say that to her if I were you. I think if she got mad enough, she could kick your butt!!" All in all, with a few exceptions, I'm treated as an equal. To a lesser degree, even new men on a job have to "prove" themselves. As to classroom equality, I was third in my class. Being "above reproach" is advantageous.

They don't support me because I'm a woman. They support me because I can do the job!

1. When the foreman tells me, "Good job, that didn't take as long as I thought it would."
2. Lay-offs were every Friday for months. I didn't get laid off. Hopefully, and I strongly believe, it was because of my work performance more so than being a woman.
3. I was on a new job, the GF flat out said, "I don't think women have a place here, it's a man's job." My foreman felt the same way. When rotation came, my GF called the hall. He didn't want me to leave the job. My foreman (at the Christmas party) introduced me to his fellow workers from years and years back. He put his arm around my shoulder and said, "I don't agree with women in the trade, but she's one I'll make an exception for. She's my best worker I've got. I wish my men would work as hard as she does. The girl is good!"

I've discovered working for small shops is better, much better. Big job politics work against women. I'm not very assertive. I spent five years maintaining container cranes for the Port of X. One's ability to troubleshoot and keep the cranes running counted over sex or race. I was treated as an equal, which was refreshing. Not like the real world.

Things have changed in my fifteen years. The apprenticeship is no longer antagonistic. In fact, a woman turned out as a JW is now coordinator. The blank stares I used to get are gone. The pin-ups are now uncommon. The representatives are more supportive. The contractors are more agreeable. But the bad apples are still there.

I receive support from several members of our apprenticeship committee, my foreman, coworkers, and family.

I have always had generally good support from electricians and union officials. I was always willing to work and learn.

Yes, I have had my fair share of sexual comments and sometimes unwanted sexual remarks, but, in my opinion, I guess if a woman can't handle herself in these situations, she shouldn't be in the trades.

My union leaders have been very supportive of me and helping me find jobs. I found out it's easy for me to work alone, so I request that--then I can work at my own pace and make mistakes without being called on them. I learned more from being allowed to make mistakes. I really enjoyed working in construction and learning how to use tools and build and I feel lucky to be an electrician. I love my work.

I consider myself very lucky because by and large, 80% of my male counterparts were very supportive through and beyond the apprenticeship. For example, after the birth of my child, coworkers (mostly men) threw me a baby shower. Quite unusual and very unexpected. In addition, the shop I worked for, toward the end of my apprenticeship, gave me jobs where I was allowed the freedom to run by myself.

One shop was especially wonderful. General foreman had a good reputation. I felt his leadership buffered possible hostilities of coworkers and other trades. Ensured clean toilet facilities, kept door open for me should I have [other] problems on job site. The leaders and my journeyman had good relationships with their wives and I believe that respect is what set the tone for the job site.

Most women electricians support and look out for each other when working on the same job.

I am currently finishing up a three-year term as an officer in my local union. My past business manager recommended I run, and so I did. Being an officer, to be of service to my local, has been a good experience, however, I will not seek re-election. I have some wonderful male friends and take great pride in calling them brothers. I have met people I could never had the pleasure of knowing if it had not been for my career choice.

My JW takes his time to teach me and has a lot of patience for my mistakes, since I'm new at this. I have been given plenty of encouragement from family, friends, and coworkers.

I work as a maintenance electrician at a paper mill and, within my crew, if they see I need help with a heavy object or carrying a long ladder, they don't mind giving anyone a helping hand.

As an apprentice, to have occasionally had the opportunity to have (woman's name) for a temporary journeyman, was one of the greatest things that ever happened. To see how women should have equal respect and being given electrical assignments, not garbage clean-up or ladder round-ups. She gave me a lot of insight and incentive--if you know what you want, reach out for it and do it, do it for yourself. She has stopped much of the harassment and strived for fair and equal treatment for all apprentices.

My business manager, in particular, has shown me a great deal of support, both through my apprenticeship and as a journeyman. One specific occasion, I was "topped out of my time" and was scared to death that I would not be a good journeyman (that I didn't know "enough"). He took time out to reassure me I wasn't the only one who felt this--even men feel that way when they come out of their time.

I got with a shop and a high-up in the office saw my potential. He placed me with journeymen who were some of the best in the area. They have shown me more than most of my whole first term class has seen. I haven't been in but three months. If you had asked me about papermills or steel mills, the whole questionnaire would be different. Not a good picture.

Any other trade, bar electrical, gave me support. I know this is hard to believe, but every other trade gave me more day-to-day support than my own--why?--maybe they feel threatened . . . . I don't know! Sure, I got some support from electricians, but very few took time to say "that-a-girl!!!"

Which is ok because--life goes on!

I've been asked, and welcomed back to different companies. In fact, every company, even the one I finally left after I turned out, which was laid-off due to picnic co [sic]. I've had foremen tell me, "thanks--please come back."

JATC [Joint Apprenticeship Training Committee] secretaries--what a blessing! I'd come in from work for school and they'd always have a smile for me--those women were a good 60% of why I held on!!

I love this trade . . . and I'll stay in it for a long time--I got in late, but the years I put in will far out-weigh the many more years someone else will put in that doesn't care. I feel union representatives and management only want me for marketing and token women.

There is so much more to this trade than meets the eye.

X [name] of X [name of company] having the balls to buck the male pecking order and have me run jobs.

Male supervisors pressing me to learn more about the trade so I could excel.

The management and union representatives have never given the women in the trades any help or support. The people who had a significant impact on my career were the mechanics I worked with as an apprentice. I was fortunate to work with several mechanics who were willing to teach me the trade.

I frequently receive appraisal from coworkers and bosses on the good work I do. One man said, "I was the best foreman he'd ever worked for." I take pride in my work and am glad that other people do too.

Most journeymen know I am serious about being an electrician and that I want to learn and I am interested. The support comes with my good reputation!!

Women in Trades Group most of my support. Minority men on the job and other women on the job.

I find my JATC [Joint Apprenticeship Training Committee] director [gave name] and my classroom instructor to be my sources of support.

The most support I have received in the trades has been from fellow apprentices. I have found that, regardless of sex or race, apprentices see themselves as a group and support each other a lot! I have also had journeymen throughout my apprenticeship say supportive things to me. The best is when they let you know right off that they are ok working with women. On my very first job, my journeyman said, he thought I was good with tools, which was great. When I told one journeyman who I worked with for a long time that my dad thought women were not strong enough to be good electricians, he said that he thought that I was plenty strong and he's the one who got his girlfriend a construction job.

I have received an exceptional amount of support from the men of Hispanic and black races. Especially the older ones, who were some of the first minorities to go through the apprenticeship program in our local.

Our training director was very supportive of me.

Working with men who have been in the trade for a while and don't agree with women in the trade, but still tell me not to quit and say, "someday, if you want, you can have your own shop."

Yes, I have had some instructors who were very supportive as well as workers.

The JW that I worked with, on-job foreman was so abusive, went for me to the JATC (apprenticeship) and notified them of how I'd been treated and tried to get them to not allow him to get any more apprentices. He helped protect me from him as much as possible. He was wonderful.

Many jobs I have been laid off on, I have been told that I give women a good name in the business. Many men have chosen me as a tool buddy over other male employees. And not because I'm female. I work as an equal and I'm proud to say that I have always held my own. I've been asked to be on foreman status a few times. I've taken one-man calls numerous times. Many men wouldn't do that. I've even crossed country, traveled and ride the books [sign the out of work books in other union locals and wait for work] on my own. Women have to learn to be independent and strong--and mostly confident!

As a journeyman, I once had a foreman who believed in me enough that when he moved up to general foreman, he asked me to take a foreman's job for him. It turned out to be tne best thing I had ever done. The job completed on time and I had a wonderful group of "men" who didn't mind working for a woman.

Receiving letters of thanks from a general foreman and the engineer on a job where I was foreman. These same letters were sent to the union, but never acknowledged. Most letters of appreciation are published in the local union paper--not these! I like what I do for a living, if I could just stay employed to do it. I find I am always the first local person laid off if I work for a local contractor. If I work for an out-of-town contractor, I am one of the last to be laid off.

It would be impossible for me to pick out a couple of incidents which have had an impact on my career. The most significant example of support has been the continued encouragement of my fellow workers, union members, and most of my employers.

I have received "encouragement" from foremen, journey-men, and guys in other trades to continue working hard and that I am doing well. This helps in my day-to-day commitment to myself to finish the apprenticeship program and do the best job I can.

1. I asked one guy that had picked up a heavy bucket full of material and wire, that if I was a guy, would I be carrying it? He said, "I treat you as a partner, you're carrying it back." Great guy!
2. Another guy made a comment of, "well I just can't see women in the trade because a woman can't work 4" rigid conduit alone." I said, "show me a guy that wants to work 4" rigid alone." He said, "you got a point."

Many of my foremen and coworkers have told me I am a good worker and that they will work for me someday.

X (name of man) and X (name of man) would keep me until the end of the job because I was a good worker.

They hired me and gave me a chance to prove I could learn the trade and do the job.

Support from apprenticeship director pertaining to sexual harassment incident.

I have found that, regardless of how many turds you come across, there are more than enough real gems to compensate. I have found that, regardless of skill level (more often than not), that if you demonstrate a positive attitude and willingness to learn, and if your journeyman likes you, s/he will teach you as much as s/he can. I have had journeymen during lunch or on the weekend help me with an electrical problem (e.g., pipe bending, wiring diagrams, questions in general) or learn just what the "inside-scoop" was on work.

Support on women's issues. That's a joke! We are supposed to be seen and not heard. The union representatives are afraid to make any decisions between a man and a woman. Until they (or someone) puts their foot down, nothing will change. Sorry, not much support out there, just a lot of talk (BS).

I met a service truck driver in my second year--minority male--great guy! First, only coworker that treated me as an electrician first; woman second--that kept me going when I come across jerks. When I turned out, I returned to him and worked with him from time to time.

Other coworkers expect more.

The only support I get is from classmates. Just seeing how hard we all try day-after-day, night-after-night in class, trying to make the grades--"that's my support."

Men who have worked with me for a period of time usually became my friends and learned to respect me, but only after they worked as my partner.

One or two coworkers have been very good to me, especially when I hurt my back. They made sure I didn't try lifting anything heavy or even came to drill out a house for me when I was having trouble.

Union representatives have always been good to me. When I was out of work, because of my back, they helped me maintain my dues in good standing until I was able to repay them.

I personally have not had any significant support worth mentioning from anyone other than tradeswomen.

X city is unique in that the city is small, the jobs were big jobs, and quotas were enforced as best they could be. So, there were many times when there were as many as thirty-forty women at peak employment on one job. Most of us enjoyed the camaraderie.

A classmate has helped me understand Ohm's Law and the related math.

My journeyman has explained a lot about the trade and union. He has also taught me a lot of easier ways to do things.

I know most men genuinely do not believe that women, even at their best, aren't as capable as men for construction trade work. Even though this is often said directly to me, or just eluded to in conversation. I must say that I, most of the time, experience a supportive attitude from my coworkers towards my strong, hard-working attitude and obvious desire to learn and do the job well.

In seven years, I have had only a handful of men I have worked with who have treated me like a person (not a helpless woman). For the most part, it has been not only a difficult job, but a constant battle for training, fair treatment, etc. As an apprentice, I was often made an example of--I would not recommend to other women to join the trades. I love electrical work, but it's not worth it. I am working on getting out.

In my first year, I experienced both hostility and support. In dealing with the above, my mentor supported and guided me until my first year rotation, letting me know I just had to make it through my apprenticeship and get my card.

There are very few women in the trade in my area and I've noticed that a lot of the men are not necessarily against working with women, but they're unsure of how to act around us. A couple of men have told me that they didn't want to work with me when we were first partnered up, but now they're glad we're together and most of the times on other jobs, they will indicate us being partners again.

Hired and supported by workers, representatives, and management as X [job title] in 1988 at the end of a two-year contract (which could be renewed). I decided the political arena was not for me--all very supportive.

Am now in school full-time, have a contractor who lets me work a flexible part-time schedule--great support from management and workers.

At the time I started my apprenticeship, one could not join the union until one had worked for a year in the trade. However, after twenty-three months of being unemployed and at my wit's end, I wrote to the union. Two weeks later, I was working. That's support! Since then, I have been appointed to the local's apprenticeship committee and the state apprenticeship committee.

If any support was given, it was quite incidental. These incidences turned out for the most part to be "bull ---t," just to get me to keep to myself. I have been lied to and conspired against. No women allowed! They have accepted more and more as the years passed. It is a little better.

I have run into a little sexual harassment, but all I have had to do is let the foreman and the harasser know I am bothered by it and it has stopped or the foreman has separated us in different crews (one incident).

Joe and I had taken a referral from the union hall for a contractor. After we had arrived, Joe was called into the office and was told they didn't think they had a job for me because I was a woman (quote). Joe overheard the contractor, rushed into the office, and said, "I quit. If you don't have a job for her, you don't have one for me." (Reluctantly, the contractor hired me). Then he made my working life hell!

The union backs me 100%. They do not see me as a woman. They see me as an electrician. Non-union is a whole other story. Non-union contractors do not like to hire women. They use other excuses to cover their ass, but it's true.

1. In the case above, several journeymen and the job steward called the training director to avoid me getting laid-off. They went to bat for me--two men and one female.

2. On the job I am on right now, I wasn't very educated with the ways a lot of things are done. Shortly before becoming a journeyman, my foreman and steward discussed how women don't seem to get the training they need. Whether the girl shows lack of interest or people won't take the time to teach them as they should be taught. They asked me about the types of work I had done prior to this job. They promised to do their best to see that I received a wide-variety of experiences and would leave this job with knowledge. It's been a year since then and they have pretty much lived up to their agreement. Today, I am given far more responsibility, am far more confident in myself and my abilities, able to do an handle situations that require quick thinking, but the most flattering is that I have earned the respect of

fellow workers. I've even been a replacement foreman when foremen went on vacation. Although I still have a great deal to learn and will be learning for the rest of my career, it is through the support of fellow female construction workers, working partners, and superiors that I have been inspired to try and use my knowledge to be a successful electrician.

Incident #1: Apprenticeship training director and BA came out to the job to defend me.

1. When first trying to get in to the trade, I had a JW steer me in the direction of an entry level position. I might have given up my efforts if he had not done this.
2. All of the JW's I worked with were very encouraging and understanding of the fact that I had so little experience with tools, etc.

Many men, often older men, have counteracted any negativism, harassment encountered on the job and made working a pleasure, bearable experience. It always depended on how the foreman-general foreman treated you as to how the rest of the troops would treat you.

The next day on the job, the man I was working with took me to the plan table and showed and explained what we were working on. He apologized for this part in not teaching me. Within a few hours, I was transferred to another crew. He is a good union brother and we are still friends.

Fortunately, I met a man while traveling and working who became my traveling tool buddy. He taught me electrical work, which no one in my local had. Thanks to him, today I am a damn good journeyman wireman. Today, in my local, I do get a certain amount of respect for my abilities as a JW [journeylevel wireman] and my work within our union. But, not as much as I deserve.

The BA is always there for you. Nothing too good for a brother or sister.

During the aforementioned incident, some of my fellow workers gave me written and verbal support. On other occasions, other coworkers have encouraged me during the rough times.

Recommended to employers-foreman status by BA's.

My local has always been extremely supportive. I've held office in the local and served on numerous committees. The men have been great to work with. Any trouble I've encountered on the job site (rude behavior, sexual harassment, obscenity) has come from other trades and my tool partner would usually step in and come to my "rescue" if necessary. I should add that I was the first woman in my local and it was new for all the men to have a woman on the job. I had worked in a steelmill before an apprentice and had much more trouble from the men in the mill than on the job sites as an electrician. My "brothers" have certainly earned the title.

I have been lucky because my father was president and assistant business manager at our local before he died and my two brothers are electricians too. Everyone I've worked with accepted me because they knew my family I believe.

I recently installed a fire alarm system in a seven-story building. This installation was begun quite late, but my apprentice and I finished it ahead of schedule. The general foreman was quite pleased and told me I was probably one of the best journeymen he has had. Of course, the contractor had no more work (except a night shift job which would conflict with my family) and I was laid off.

Since I am 6' tall and 200 pounds, I feel the guys accept me better than say, a woman who is 5'3", and 120 pounds. I have often heard comments (mostly negative) about women who are small--it is generally felt that these women can only do "light" work. A foreman once even told a journeyman not to help his apprentice (a small woman) with the 100 pound jackhammer.

I really love the union. All of the journeymen and other apprentices I've worked with have done what they could to help me learn. I started with X Electric in May. This kind of work is completely new to me when I started. They've been very patient.

I have received support from many other workers, some union representatives, and some contractors. Two things stand out about my experiences in the trade--extremely negative attitudes of some people I've encountered and the unwavering support of others. I try to dwell more on the positive. I had a hard time filling out this survey to reflect my sixteen years adequately. There is a lot less open-hostility these days.

I transferred my ticket just over a year ago to the local I am in now. The business manager, the representatives, and the organizers in this area are very supportive of the things I do. I am press secretary, PAC [Political Action Committee] chairman, delegate to the labor council, and delegate to many co-op and legislative conventions. They keep me informed and help get me information whenever I ask. I am treated with respect and dignity. I feel as though my contributions to the labor movement are important. I have been working closely with our organizer to do organizing of manufacturers, as well as commercial electrical workers.
I am treated with respect from the business office, therefore I feel the men in the field also treat me with respect.

Just saying that I am doing a good job.

As an apprentice in 1980-84, I found everyone (most) to be helpful and welcoming as long as one stayed in their place (tool room, bull gang, going for coffee). As I became a journeyperson, I found the older men (over 50) to be quite helpful. A few mentors had worked with women in the armed services in WWII and felt women in the trades seemed natural. I also found travelers from other locals to be more friendly and accepting.

Out of 750 members, maybe 5 men were not afraid to speak their minds about me to others about being strong advocates of mine. Some meant well, but were afraid of repercussion for themselves. All others are jerks and don't care what facts are present. The eleven other women in the local are secretly supportive. I'm sorry I can't give you examples of significant positive impacts. They are so bad sometimes, the money isn't even worth it.

Support comes from friends and family, unless another worker has a sexual interest in you.

Our BA [name] has taken an interest that everybody should be treated fairly. He's always been in my corner, as far as harassment on the job. He says that documentation is the best way to handle it.

I was trying to improve my education by taking instrumentation and electronics at college. The last couple of jobs I was on, several highly respected coworkers who run jobs for the contractor, asked for my assistance and kept me on the job and spoke for me when lay-off time came.

I have a foreman who, at one time four years ago, was my tool partner. He would rather have had me working for him than any other of the men on the job. He really believes I am good at my job and tells me.

I usually receive support from my coworkers. On the few occasions I had to contact the apprenticeship office or union hall, they were very supportive.

Having a coworker let me know it was ok--I was doing good in my job. We supported each other when we were tool partners. We knew in our hearts we did a good job. Having a fellow coworker explain something to you without degrading you or for not knowing how. Having a coworker notice you did twice as much work as other men--just giving you recognition for a job well done--even if your foreman said you needed to do more.

There is a significant number of white and minority males who I consider my friends and they do support me when I am on jobs with them. They feel I have earned their respect because I am a hard worker.

I had a problem with a journeyman with my last employer and the company I was working for wouldn't move me away from him. I had to go through the chain of command. When I finally went to the union, they were very supportive over the whole situation and moved me and another apprentice from the job.

I have had several tool partners and a few management representatives tell me they were impressed with my ability and my work attitude.

I must say my experience in the trade has been overwhelmingly positive. There have been some negative experiences, but you're going to have them in any line of work. I think if you do your work well and with a good attitude, you can prove to most men that there is a place for women in the trades.

The occasional support of some coworkers doesn't offset the constant negativism of others. I do not recommend the trades for women. It's dangerous, hard work that is no longer substantially compensated for.

The union made sure that I got right into school so I could complete the union requirements for licensure.

The union has given me more experiences to gain knowledge than previously with non-union.

Union coworkers are much more supportive, less antagonistic.

I've only been in the union JATC for a short time. And, for the most part, the men I've worked with have been fine. However, I was a house painter (non-union) for two years before the apprenticeship program, and all the worst scenarios existed. I don't know if that has anything to do with your study, but I'd thought I'd mention the dramatic difference between working union and non-union conditions.

You always encounter men who do not think women belong on the jobsite. While working with a group of men, I was doing my job and instructing approximately four other men in order to complete the job, when the sub-foreman told one man he would send me some more men in an hour or so, so we could finish the job. After talking to the men I had available, we went ahead and completed the job without additional help. When the sub-foreman found out, he went to the foreman, general foreman, and superintendent and told them that he was truly impressed with the way I handled the men and got the job done without additional help. He also told them that he was never for having women on the job, but he had definitely changed his mind after working with me. He even came to me, shook my hand, and apologized for the negative point of view he'd had for women and said he would be proud to work for me anytime. It was a very nice feeling to actually see someone change their opinion of you after seeing what you are capable of. Unfortunately, the foreman and general foreman and superintendent never changed their opinions.

At my induction into the union, as we were walking out, a journeyman stepped out to me and said he was glad to have me in the trade, as he shook my hand. Little did I know then that this man would become my tool buddy three years later. I didn't know who he was then. I believe he hasn't asked anything from me, work related, that he wouldn't have asked of a male apprentice. In the five months I've worked with him, I've gained a lot more experience and much more confidence.

An instructor had been asked to do work surveys. I'm sure he spoke to two or three JW's that I'd worked with. After class one evening, he told me the guys had told him how hard I work and I'm always busy, ready with what's needed for the task at hand. He almost sounded amazed that a woman could be "patted on the back" behind her back.

Have received words of encouragement from other electricians--men and women.

Acknowledgement from foreman and general foreman on profits made on my work well above the 10% average--we are talking 35%! Respect from management on job sites, knowing that I will work and stay busy doing what is laid out, and if there is down time, organize material, clean, etc. without being told to do so.

I was senior apprentice and the foreman laid me off last.

I was trained well by more foremen in this company, rather than given "busy work."

I have been encouraged by (name of a woman) Local X, and (name of woman) of (community based organization).

Employers have told me I have done better work than most of the other women they have had working for them.

I would say the majority of my coworkers are mostly supportive. I also believe I've been given an equal opportunity to prove I can do the work the same as men, however, my foreman does have a tendency to go easy on me because of being a woman. The more I receive any negativity, the more determined it made me to become a journeyman.

There have been so many supports--it's hard to remember specifics. The trade has changed so much since 1978 when I started. It was tough back then--out of 1400 members, there were only 6 women when I started. I had guys hate me or love me--there seemed to be no defining characteristics--men about 60 treated me great--men my own age treated me poorly--and vice versa. Depended upon their personality. Women around here have grown in numbers in the last ten years in the trades. The main complaint I have in the trade is that I am always laid-off before men. They do less on the lay-off after they get rid of the deadwood!

I can call the apprentices hall to this day and talk to the director (name of man) if I ever have any question or problems and (name of man) is there for me. Local X is the greatest!

I have, since I topped out, had a few good foremen. Shortly after topping out, my foreman had me do all the layout work on all the slabs at a local convention center. I had, at one time, approximately ten journeymen and apprentices doing the work I delegated. There was an old-timer who almost quit because he didn't want to work under me.

I've since earned respect from many coworkers and foremen, but there are still men who just don't believe women should be out in the field.

I have been elected to the Executive Board two terms and made foreman on a job site.

I don't need, want, or require "support" from any of the above. I am a damn good electrician and I love doing what I do. There are ups and downs in every walk of life. I choose to try to look at the good. If more people would do that, instead of being hateful or constant whiners, then we would all be better off (signed with name), JW.

I try not to cause too much grief.

Men have always been real helpful with me, with the exception of the above.

Early in my career, while working for X on a road crew, an older black man encouraged me nearly every day. He would say, "You can do it." There are lots of people to put you down, don't do it to yourself. He never BS'd me about mechanical matters, he either knew the answer most of the time, or said he didn't know. I will always be grateful to him. I notice I usually get along with black men very well or very poorly.

Recently, while working in my current government job, I took a temporary assignment in another department. My boss sympathized with the way I had been treated in the other department--told me I was smart, gave me gradually increasing assignments, and I learned a lot. My coworkers were great--they cooperated with each other and shared information and encouragement. I was not forced to work with the one uncooperative coworker, only smart, professional ones. I will try to get a permanent position there. It was wonderful.

APPENDIX J

ADDITIONAL COMMENTS

The following unedited comments are from those who responded to the final line on the opinionnaire which reads:

Additional comments are welcomed.

This section begins with the comments of 10 women of color (preceded by abbreviation defining race/ethnic group), followed by the comments of 93 white women. They are in random order and double spaced between each woman's comments.

The following abbreviations are used:

AA = African-American	A = Asian-American
LA = Latina	NA = Native American

WOMEN OF COLOR ADDITIONAL COMMENTS

A

My biggest problem relates to the idealistic feminist whom I have no sympathy for. A fellow apprentice threatened coworkers with legal action because a over-60 year old man called her "honey." Got bent out of shape because there were rude pictures up on the walls. Because she was upset and started citing sexual harassment, men started moving away from her, silently made her life difficult. Some women feel men are wrong period! There is no place for this. She later dropped out of the apprenticeship because these things offended her. Number one--Every woman has different comfort zones. My way of surviving was my humor and dealing with what was thrown my way. Most women who survived in the trades have taken my approach and earned the men's respect.

In my neck of the woods, not only do older men call young women "sweetie" or "honey" . . . older women do the same thing. As far as nude pictures, I throw everything back at the men. My first day on the job, the men plastered nude women's photos on the trailer wall. I walked in and asked where the steward was. He stood up. I said, "Hey, I don't like being discriminated against. If you boys have your 'tits and beaver' on the wall, I want equal time." He asked, "How's that?" I told him, I wanted a section for my "cock" pictures. By break time, the pictures were all off the wall.

My first job, an iron worker pinched my butt. I took my needle nose pliers and grabbed as much skin as possible. He screamed and coworkers laughed. He apologized to me.

Because it's usually the same trades people on the sites, many have come to respect me. They know I'm not the woman who throws my sex or race in their faces and I don't take crap from anyone.

The jobs that first came my way were all hard and dirty work. They waited for me to complain. I never did. Perseverance, hard work, and a sense of humor paved my way to being a successful union leader. My friend, who is an IBEW member with the phone company, survived the same way. As far as I'm concerned, "Political Correctness" has caused a lot of tension, not only between the opposite sexes, but also among women who insist on job "political correctness." Sometimes men have come to me for advice about their personal relationships--a woman's point of view. Ninety-nine percent of the men have been really decent to me. The ones who didn't care to work with me, told me to my face. I can handle that.

PS: My name is . . . your thesis interests me because I'm curious on how most women deal with surviving in the trades. Are most of them "one of the guys" or do many have problems that are caused by themselves? You can call me if you would like more info. Thanks!

AA

The men need classes to let them know that the women and blacks, or other races, are not there to push them out. Just to work together. We all need.

AA

The building trades have been, and still are, a terrible occupational choice for most women. I have found the interpersonal relations between women and coworkers and management to be abusive and isolating. Many women have left and I feel I need to take steps right now to leave to keep my sanity and find a more dignified and positively challenging work life.

LA

Will we receive any results from this?

LA

It's often a lonely career choice.

AA

I feel that the JATC [Joint Apprenticeship Training Committee] also has its bias when it comes to women of color . . . ask how many there are in this trade? I waited a year to get in and there is only one other woman of color in the 1994-94 first [year] apprentice class.

AA

I would like to see women treated the same on the jobs as other male apprentices. I mean not to have to be the one to clean up most of the time and be taught the same things as the males.

NA

In my six months on three jobs, I was treated equal to all other apprentices. I was never given any other special treatment because of being a woman. Most of the men (JW) from my local, very much have my total respect, even those I didn't care for but had to work with. I was still treated as one of them.

LA

This is a tough trade to be in, having someone out there that helps you out is always a plus. I wouldn't give it away for anything. I love my job as a Union Electrician and I'm very proud to say I'm Union!!! Thank you!

NA

Tell women to keep work diary--it helps if incidents come up because everything you've done is on record.

WHITE WOMEN ADDITIONAL COMMENTS

Even when I was married with four kids, they always hated that I was a lesbian because I did a man's job, sometimes better than the men.

Basically I think the Army was the worst place for a woman to be. Many women in the field artillery miscarried because they were on exercises or still made to physical exercises and there is no understanding of how fragile women are in their first few months, even though they don't look pregnant--when they are most likely to miscarry. The largest discrimination I face comes from IBEW policy itself. Firstly, the health and welfare plan will pay for no part of birth control pills, even if they are prescribed by a doctor. They will gladly pay for a vasectomy. They will pay half the price of braces. Which is more important? I feel like birth control pills are cost-effective. My electrician coworker had two accidental babies at a cost of around $16,000. The biggest problem that I have, and it's the one that I face and worry about daily, is the Pension Plan. They are forcing me to choose between raising my children or loosing my pension. I worked 8,562 hours in 5 years to give me a credited future monthly benefit of $688.09 upon retirement. This money was paid by my employers and is part of my hourly wage package. It is part of a general fund and I stand to lose it all until I am vested. I will be vested when I have worked ten years of 870 hours per year minimum. I took a break in service when I got pregnant. I had to go back to work within five years. I have been off over three years. My son is not even in school yet and I must choose between him and losing my pension. What should happen if I have another baby and am pregnant at the same time that my five years are up? I know of one single mom who had to work right up to delivery in construction and did so. I could not do so physically. The money in the pension trust fund was put there in my name by my employer for each hour that I worked. I think that it is unfair for unions to require members to be vested in order to get their pension and then keep it if you don't. Sometimes men get hurt or stay home to raise children, but it is still primarily women who choose to stay home and raise their children. As far as I'm concerned, I should be allowed to take a break in service for eighteen years after the birth of my last child, for as many children as I may have in the future, without losing the pension that I earned--and so should anyone else for the purpose of raising their own children.

Personally, my biggest frustrations come from the sense of isolation, not from the other women or the tasks themselves. It's every coffee break that is dominated by the men and often I am the only woman still. Relief always comes when another woman shows up. Only occasionally are there jealousy issues or whatever between women on the site. I wish more women would enter into the trades. But, I see why they don't. Wonder how long I will last? "Alone in the crowd" describes women in the trades.

Black women meet a minority quota and are the last to be laid off.

It is very difficult for me not to fear going to new companies or jobs because of my past experiences working for bigots and chauvinists--I hate having to "try out for the team," and having to constantly prove myself and I feel I have to be better than any coworkers in order to be "equal."

I've always felt that accommodating women's bathroom needs always got interpreted as giving us special favors.

In this part of the country--women are not aware of apprenticeship programs and no one tries to recruit women. I became a JW [journeylevel wireman] in '91 and there is now one female JW and one apprentice in our LU [local union].

Some of the questions I felt were a little too personal because sexual preference shouldn't matter in any job.

I am a strong woman. If I wasn't, I wouldn't have lasted this long and I wouldn't be so determined to finish.

I do feel that the men are given most control work and women are generally treated as helpers, even a journeyperson.

If I hold myself as a professional, I most always get professional response in return.

On the whole, I've been treated fairly equal in the trade so far.

In the course of fourteen years in the trade, I have heard every lie known to man. I am aware that all you have to do to be beautiful on a construction site is to be under 300 pounds and be female.

I am saying that, to say this, these things are designed to stop you. If I had been eighteen years old, I do not know if I would have been wise enough to see it so clearly. These young women get out on the job and end up getting their heads turned by all the attention and often times it stops them.

There needs to be some job-wise experienced female, connected with the local union, to counsel the apprentices in this regard, or to screen applicants for the apprenticeship. I believe only a woman is qualified to do this and to stress the realities of the job to female apprentices.

My theory to survive is this:

To be as wise as a serpent, be gentle as a dove, work like a man, and never forget that you are a woman (lady).

They may not understand you, but in time they will respect your right to be different.

Ask no concessions, don't whine, don't belly ache (that way when you have a real problem, they will listen).

Do work very hard and always carry your tools.

Do not have a chip on your shoulder because you are different. You are not imagining it, people watching you, you're different.

Get past the humiliation of your lack of skill, to begin with. Tell yourself it doesn't matter if they are humoring you. Just humor me, but give me the tools of the trade is the determination you must have to survive.

Keep a journal to record inspirations you come across from any source (i.e., "do not pray for an easy life, pray to be a strong person"). Also keep in that journal job practices or notes on how to do things (i.e., conduit bending, 3-way switches, etc.).

Study harder--Just DO IT! And remember the words of Winston Churchill: "Never give in, never give in, never, never, never, NEVER give in."

Don't demand decent speech, JUST DON'T TALK IT and pretty soon either they'll stop or another man may say something about it. Remember, you walked into their world, they have had it for awhile, you are not going to walk in and run it (I walked out of class one night, said nothing,--it never got that bad again).

Do not allow any man to put his hand on you. If it happens, right then tell him to get his hands off and it better NEVER happen again! Say it with force.

I do hope you can use me in the future. I would love to help other women in the trades deal with it all. (Gave name and address)

Most of the problems I have seen on jobs with other women have a cause other than that they are a woman or a guy. Usually attitude has a lot to do with it. Job skills also factor in. I served my apprenticeship with three other women. One dropped out and re-enrolled, one chose not to work in the field, and one is still working.

I believe that a person can do any job and be accepted as long as they carry themselves in that job and not rely on other people to do it.

I answered these in the present tense--a lot has changed for me personally after sixteen years--my answers would have been different ten years ago.

The longer I've been in the trade, the more accepted and respected I've become. I responded to the survey according to how I'm treated now.

I have received a lot of support all along my electrical career, although I can't recall any "significant impactful" ones. I never entered the trade to change it, but to be an equal.

I personally don't think that the job itself is always the problem. I didn't have any problems as an electrician that I wouldn't have had in any job that's nontraditional for women.

From what I've experienced, however, the selection process for females should be improved upon. Nepotism doesn't work. Buy an "off-the-shelf" ("targeted selection") Interview Guide and stick with it.

Women who have already worked some construction or maintenance (I went and dug ditches for a year just to be qualified).

Someone who's hungry--they see it as a chance to better their lives.

Someone who's rough--I grew up with five brothers.

Someone who's not afraid to try new things. Look for other nontraditional (even personal) experiences.

Someone who's sure they want it. AA [Affirmative Action] has made management so desperate they talk people into wanting it.

Check with employment services that have placed women in construction jobs. They can make some pretty good prescreening (free) resources.

Use your steady female electricians to recommend and help recruit. They have a good feel for what it takes and tend to associate with people like themselves.

Don't threaten male coworkers. Ask for their help and follow up.

Don't single the women out to talk about problems publicly, unless you're asking the guys about their problems. That's very naturally threatening to me.

Although I'm management now, I'm still a member and proud of my local. They did well with me, even back in 1979. I've been a foreman, general, and managed a joint labor/management apprentice committee program. Show that there are career opportunities. It was a great start for me.

I have only been in the trade for one year. Some of the questions are not applicable for me to answer. I answered the questions that I could honestly and to the best of my ability. I hope what I answered will be of any help. Sincerely, Sister of the Trade

Sorry for this being late. I was out of town and just returned.

I am in this trade because it pays well and I love the work. There have been situations that were real hard to deal with, especially when I feel it was better to handle it alone. I believe, for the most part, if I couldn't handle the little "difficulties" of working in a man's field, I didn't belong in it. It is unfair that most of this stuff goes on and, at times, gets out of hand, but nothing will change because "boys will be boys."

I also had two babies during apprenticeship and my coworkers were very considerate.

I have since gotten into electrical maintenance. I have found a less "harassing" environment.

They should not let women in who really just are not strong enough to do it.

I wish you much success in your endeavor.

I feel that, in my case in general, I am well accepted once they (coworkers) see that I am there to do my job and pull my own weight.

Personally, my biggest obstacle to advancement is my wish to raise a family. I just don't know how to do it in this field.

It would be nice to read your outcome from this survey!

I would like to mention that, although there are a lot of prejudiced men in the construction workforce, that there are also some very good supportive ones and that there are reasons, on occasions, to see the other side of the coin, whether it be a white woman, black woman, or Hispanic woman. Sometimes they use affirmative action for the wrong reason, which, in turn, gives all minority women a bad name. Whether we are men or women, we can all seek to fulfill the ultimate goal, which is to make a living in this country. Be proud of your work and try to do the best that we can, then we can all be happy.

I do think the selection process is unfair. It took me six years to get in the apprenticeship program. I have worked with some guys that weren't nearly as qualified who got in on their first or second try.

No matter how many surveys you do, you can't change how men feel about women.

It has taken quite a bit of work to succeed as an electrician. To be a good journeyman in a "male" trade, a woman has to give 90% to 110% all of the time. If you aren't more productive than 75% of the men on the crew you are on, then you are going to be considered dead weight, thus getting a bad reputation. Most men wouldn't notice this if it weren't for the fact that you are a woman! Then, if you do stay working hard and are considered good or foreman material, they you get accused of screwing the boss or more.

I like the challenge and really enjoy the work. If I'm going to be in a workforce, I may as well make some good money for my eight hours of time. This profession is not for everyone--male or female. It takes, to make a good electrician, a very versatile person. You have to combine strength, dexterity, mechanical aptitude, intelligence, hard work, common sense, and a positive attitude. A good sense of humor is needed for any job, but it really comes in handy because most electricians are smartalecks/asses. The best way to inform people, male and female, is to tell them about the trades while they are younger and with lots of pictures. I had never heard about union trades when I was in high school or college, but I think by letting the program and trade speak for itself to young individuals, it would, in time broaden our talent as an intelligent skilled trade. They need to know that the program is not for everyone, but everyone who gets in it gets equal training and pay. The goal of anyone's apprenticeship is all the same too--that good looking journeyman's card.

As you can tell, I am rather "long-winded" on this subject, but in general my years in the trade have been an uphill battle. I have been repeatedly told I should work "twice as hard" as any male apprentice to be one-half as accepted.

In general, I have found that the prejudice against me has come from all ages of men, most actually have been the younger men. I had thought it would be the opposite. I try to keep a good sense of humor on the job. In general, the naked pictures on the walls and the sexual remarks have not bothered me as much as the double standards as far as working on the job go--most often I am given a chance to bend pipe or work on my own. An assumption is made about my abilities based on my sex. If a job is assigned to me and a tool partner, he often wants to carry the heavy items, do the harder work, etc. I have to repeatedly ask for some responsibility.

I was hurt on the job almost two years ago and have been on worker's compensation for some time. Assumptions have been made that I was "looking for a way out of my apprenticeship," which are totally false.

One of my biggest obstacles has been day care or the illness of my children. When a male coworker takes an afternoon off to "coach Little League" or something like that--they are patted on the back. When my children require me to take any time off--I am reprimanded.

Adequate toilet facilities are another matter. Most of the work in my area is industrial. On one job at an oil refinery, the locks were removed from the "satellites" due to some workers smoking in them (against the refinery's rules). There was a hole in the door big enough to look through and no way to keep it shut. There was also no "occupied" notice on the door. When I questioned the feasibility of my using such a facility, when in the dead of winter I had several layers to strip off to even go to the bathroom, I was told to ask a male coworker to "stand guard" at the facility. When I talked to the job steward about getting some other facility to use, he called the union hall to ask if the "company was required to provide separate facilities for females because I was complaining and requesting my own." I eventually won the battle to get another satellite, but it took several weeks.

I would say that I have felt "different" and been treated "different" in every aspect since day one in the trade. I always feel the need to prove myself every day. If a male is taking an occasional break in his work, nothing is said. If I pause, they assume I am unwilling to work.

By reading this you would assume I hate my job, but quite the contrary. I usually enjoy it, it is a challenge and often at the end of the day, I am proud of the extent that I've pushed myself and the day's work I've put in. I've met many men who have become friends--and worked in many different places. Sometimes I feel accepted and I've proven myself and feel an accomplishment in that also. Whenever times get rough, I hope I'm paving the way for the next woman that comes behind me--who may be just a little more accepted or have to prove herself just a little less before she is. Thanks for the study!

There have been some fine JW's [journeymen wiremen] turned out before me that has lessened some of the barriers and helped to gain some respect.

Would like to know more about this study--of if you know any support groups for electrical trades/skilled trades for women in X area. (Gave address)

I am a lesbian and I don't mind being asked. However, some people who ask don't like the answer, so it creates some undue pressure on me. I don't believe that matters in work situations anyway.

I got laid off in February, 1995 because I am a woman. The journeyman I had been working with called. He told me the guy that laid me off lays off all the women he sends him. Apparently a woman in the past had brought him up on charges for sexual harassment. I couldn't prove it. But, the union is going to be questioning him. In March of 1995 I got hired because I am a woman. I also jumped the book, ahead of men that were laid off before me. I feel this is wrong. They needed a woman to fill a state job. Laid off and hired because I'm a woman. No equality.

I love being an electrician, even with all the horror stories and bad memories. I've had to look toward a new field now because I've been injured twice on the job (back). The first was done by coworkers intentionally, when I was a fourth year cub [slang for apprentice]. Couldn't prove it, but that's the way it goes. Now I'm working towards a career in safety (Occupational Safety and Health Administration) maybe, so that I can stay with construction in one form or another.

I have found most men do not mind working with women. They help when we need help. I have found the motor control part of our job usually goes to the men of the trade.

Good luck with the thesis. Sorry this is late.

I don't force myself on others as a woman in the trades. I work hard and I earn the respect of others. I take pride in my work and I laugh with one and all. The key to making it in the trades is to do the job because you want to and for no other reason, to have mechanical skills, and the personality to work well with others. You must provide all of these traits because no one will give them to you. Don't go into a field because they can't refuse you because of your sex or race. If you do, you've already cheated yourself.

I feel I had less trouble than a lot of women during their apprenticeship because they treated me like a sister, daughter, or family member. I didn't argue with the men when they gave their opinion that women didn't belong in the construction field. I merely agreed that if they felt that way, I didn't have a problem with that. That I hoped they liked me as a person anyway and that if they didn't teach me to be a good electrician, it would be hurting the union in the long run. I was going to be an electrician with or without their help and if I became an unqualified journeyman, then it would reflect badly when I went out to represent our union.

I worked as hard as I could. I tried to give 100% because I knew I was always being watched and compared. I scored at the top of my class. I tutored four to six male students during my apprenticeship. I was certified to teach apprenticeship school after I completed school. I didn't teach because I chose to work as a maintenance electrician, which requires lots and lots of overtime and different shift work.

When I started my apprenticeship twelve and one-half years ago, I did not know a great deal about the electrical construction trade. I had a basic knowledge of electricity and was beginning my second year of electrical engineering at X State (a school). I decided to join the apprentice-ship program to gain hands-on experience; fully intending to finish my education upon completion of my apprenticeship. I have not returned to college yet. The first few years of my apprenticeship were somewhat difficult and I felt like quitting many times. I not only met with opposition from some of the members in my local (including several classmates), but also many of the other tradesmen. My inexperience, coupled with my gender, made me the target of snide remarks and insults on the jobsite and in the classroom.

As time went on and I gained more knowledge and experience and spent more time around the other tradesmen, the men began to accept me more. I can honestly say now that I feel comfortable around the men that I work with and I enjoy the time that I spend at work. I feel welcome there now.

I am a college graduate with three kids and a husband. My husband greatly supports my choice to be an electrician. It has fit well into our plans in that I can work, or not work, depending upon our needs. He is not jealous at all of the men I work with. I truly feel a kinship with the brothers and sisters of my local and I teach at the apprenticeship school. I have found few jobs that my size and strength have been inadequate. Also, I try to learn quickly and appreciate the fact that some of my coworkers have been electricians and had more varied experience than myself and don't mind asking for help.

I have worked three times pregnant and continued with my usual duties and received no preferential treatment. Twice I worked until the end of my seventh month and once until the fourth month.

Overall, my experience of working as a woman electrician has been fun and fulfilling. One does need to accept construction conditions of toilet facilities and lunch areas and lunch boxes, and cold, rain and sun, but all that comes with the territory.

I think one of the most negative aspects of the job is the washroom facilities. The porta-johns are not emptied and cleaned enough. I have to bring in my own toilet paper, even when there is TP, it's usually dirty. I am on a commercial job and the construction office workers have a key to a flush toilet. Us regular construction workers have to share one flush toilet among 350 of us. When I was walking by one of the women's toilets, I noticed it was not locked so I proceeded inside. While I was using the toilet, one of the office construction workers announced that I was not allowed to use it and waited for me outside the door. When the normal bathrooms are open, our employers do not supply us with paper towels or toilet paper. Every other employee has these basic rights or conveniences. Another problem is that the bathrooms are not cleaned regularly, therefore, they tend to be a mess. We are human beings, yet sometimes we are treated less than animal.

I love this trade and I wouldn't change anything. I believe most of us would love to see the results of this survey.

If it were not for union, I feel women and other ethnic groups would not be hired. If we lose the unions--we're sunk.

I love my job and I hope to "stick with it" for many years to come.

Enclosed is a copy of an apprentice report note summary #5. This was written by an old-timer who, no matter how hard I tried, I just couldn't please him. Another apprentice in my class whom I out-work and out-perform, received a much more favorable report. Just an example of what we are subject to. I receive at least one of these reports a year.

My biggest problem going through the apprenticeship was that the guys would say things like "let me do that for you, that's too heavy for you, I'll carry it." Or they would assume I didn't want to work and that I was in the trade just for the attention.

I learned very quickly that I had to be aggressive when it came to working. I had to grab the tools and ask how to use them. Once the journeymen realized I wanted to work and learn, I had no problems. (If I had left it up to the guys, I would have gone through the apprenticeship and not learned a thing, especially the older men tried to pamper me.)

Because of the nature of your questions, I'm wondering if I've been sheltered or your survey's outdated. I would be appreciative of a copy of your final report. Thank you (signed by respondent)

As I get older, I have found I'm more aware of being overlooked and sick of running in a circle saying, "Put me in coach, I can do it!" So, I started being the squeaky wheel.

I appreciate your survey and I hope it helps.

I hope your survey gives an overall scope of the industry. I'm sure there are horror stories, as well as glowing praises. Not knowing what position you have in Local X, it's hard to relate adequately to you. I've been fortunate to work consistently with a fantastic group of guys, from the IBEW [International Brotherhood of Electrical Workers] as well as other trades. Most workers are skeptical at first, but one's worth is seen clearly in one's work. I'm not the brightest or the fastest, but you

never give up and never stop listening and learning. Work side by side in a ditch in the snow, in the heat, by hot steel, in cement, with spiders and rats, in dust, in noise, on jackhammers, on scaffolds,
under houses, in attics, and hundred's other "fun" places and a certain kinship and respect grow quickly. My guys treat me marvelously well because they want to and they are treated exceptionally well also. Respect is mutual and earned. I've stepped into a male domain--I can't expect tea and crumpets, but I do expect professionalism and hard work. The rest is common sense and kindness?

From my experience, I feel that sexual harassment is my biggest problem. Sexual statements--touching. I think--if I was a man, would this guy be touching my leg or kiss in my ear or whatever? Lots of guys like to put down women--say they can't handle hard work and we should "be at home on welfare taking care of kids." When I'm working with guys, we'll watch and make fun saying I don't know what I'm doing or that I'm not doing anything. I feel women are treated like we are not capable of doing any labor work, using a hammer or anything. We are stuck with clean-up jobs. Basically we are not treated fairly.

This probably doesn't help much with your study (smiley face).

Through adversity comes knowledge and awareness--only ignorance is bliss!

Please send me a copy of the results of the survey. I am very interested to see how other women responded (gave address),

I feel a lot of changes need to be made, mainly on the contractor's end, because their mentality carries over to union members who are trying to move up and stay with the contractor.

"To be considered half as good as a man, a woman must be twice as good. Fortunately this isn't difficult!"

I would really like to hear how your paper turns out --Good Luck! (signed)

I feel I had an advantage over most of the women who entered into the electrical apprenticeship simply because I had already served another apprenticeship and had begun working in the trades for almost fifteen years. I basically knew what to expect. Most women don't have a clue.

I feel it's unfair to both men and women to have the federal minority hiring practices. On numerous occasions my employer would let go competent and qualified men to keep a woman and/or minority working, because of the financial gain.

I feel a good work attitude is essential.

Happiness is: A tool partner who is truly interested in doing the job, not getting my phone number;

A tool partner who is on the other end of wire pull, not drinking coffee just then;

A tool partner who thinks about safety always and first;

A tool partner who doesn't even blink an eye at haveing a female tool partner and doesn't think it is a date;

A tool partner who always reminds you when it's time for coffee;

A tool partner who likes to share new ideas to make a better more efficient job.

Being skipped over by dispatcher at the union hall because I'm a woman--twice that I know of.

I hope this helps!!

Any person who listens well, talks less, and works hard . . . earns the respect of others. Many women that I have worked around do a lot of talking and not enough work. They stand around with hands and arms crossed or are leaning against a wall or something. These actions don't help me or other women who are serious. .I try not to associate with those types. If I am alone on a job, or with another woman who is serious as I, we don't have any problems with the men on the job!!

We all have limitations, but as long as we attempt to do a job or mechanically think of an easier way to do a job, we won't have any problems and respect for us will be there!

Thanks for doing this research. I hope that when it is published it will be made available to the different locals.

Prejudice is still overwhelming.

It was a lot worse ten-fifteen years ago that it is today. Good luck with your project.

I think it's great you're doing a study like this. I think it's great and I'm going to contact you for the results.

I applied for an electrical apprenticeship in January, 1980. I had previously worked at an industrial radiator Plant. First as an assembler (6 months) and then as a press brake operator (1 year). In that plant, discrimination was evident. Women had the low paying jobs, men the higher. When the press brake job opened, I applied for it, no one else did. According to plant rules, they had to give it to me, so they did on a trial basis to see if I could "handle" it. Well, I showed them. By the time I was dismissed a year later, I was out-producing everyone else on the press brake. When looking for a job after that (as a press brake operator), I had more doors slammed in my face because I was a woman. My mother suggested the apprenticeship and I figured what the heck. My dad has made a good living at it. I hadn't liked college and I didn't want to be stuck with a low paying job forever. Maybe this was my opportunity. In April, I was interviewed and left feeling confident. They questioned how I felt about working with men, the ability to stay with something, and mechanical skills. I had them laughing when I walked out of there. In [gave date], I was notified that I'd gotten an apprenticeship. I was number ten out of sixty. The economy slowed down, so severely that I was not called to work until [gave date]. I was told to cut my hair (it was mid-length). I didn't. Two months later I was laid off. I received a copy of the letter from my employer sent to the apprenticeship director. It said I was the worst apprentice that they had ever had because I had no knowledge of branch circuitry. I asked the director what he thought of that and he told me not to worry about it. My last day, an older electrician told me to stick with it and don't let them "buffalo" me. He told me to learn the union contract and the union rules. I ran into him in X [city] a few years ago and he was delighted to hear I'd topped out. In [gave date], I found out I was pregnant. Three days after my son was born [gave date], I was notified that I was to return to work in three days. I called and told them I needed two weeks. The director told me "no problem," call back. So I did and he told me there was "no work," that he would call when there was any. My unemployment had run out, I went on welfare, my apartment building was sold, the rent got raised, I couldn't afford it, got evicted. [gave date], I lost the welfare, lost the food stamps, and was living in a tent. Things were not going well. My dad suggested writing to the union. Even though I was not a member, maybe they could help. Within two weeks I was working. It had been twenty-three months since I had worked. I truly believe that the director never wanted me in the program and he hoped I would just fade away (I was the fifth woman in the program). I will forever be thankful for what the union did for me. After that [gave date], things went smoothly. I was readily accepted at school and at work. My teachers knew how hard I worked and studied. I viewed the apprenticeship as the chance of a lifetime. A chance to be successful. Unfortunately, my son's father did not approve. He didn't like me working with all men. He didn't like me making more money than him and he didn't like me going to night school. Our relationship ended and he offered no help and no support. We have not heard from him in years. Child care arrangements changed over the years and sometimes there were conflicts, but I found that as long as my foreman knew, there was no problem. For instance, on one job, we were starting at 6:00 a.m. However, that was the earliest the day care center opened. My foreman told me not to worry, just get to the job as early as I could. Other times, I had no sitter for night school, I brought my son along. One semester, I had to shuttle between a day sitter and a night sitter and came to class ten minutes late every class. The instructor understood and never marked me tardy. I believe that these people were like this because of my attitude and because of my effort and interest. I have only wanted and expected things to be fair. Equal work for equal pay. Having pride in myself and a backbone, along with a sense of humor. I enjoyed learning from the older men. They seemed the most willing to pass on their wisdom and I like to teach the new people things I know. They are very receptive. I've worked for very large contractors and I've worked for a contractor whose only employee was me. The only question he asked when I was sent to him was, "can you climb scaffolding?" I worked for him until he sold his business and retired. I've never worked for a finer person. He told me, "Anytime you need to take off for your kid, it's fine with me." Contractors have always gotten messages to me quickly. At times, I've been on job locations with no phone and someone has been sent to deliver the message personally. Layoffs occur quite frequently in construction--usually it's a matter of inverse order lay off, not seniority or skills or who works harder and that's fine with me. It's just another opportunity for me to meet new people, go new places, do new things. Variety is the spice of life and there is always a new adventure waiting with the next job. My ticket is out of X city.

I've also worked out of X [city] local and X [city] local and X [city] local. I've made friends from all over the country. If there ever is trouble of any kind, there has always been a helping hand. I've had trouble on the road and some IBEW member sees the IBEW sticker on my truck and stops to help. This has happened several times--my boyfriend even jokes about it. While we were working in x [city] (where I met him), my truck wasn't running right and I pulled over to the side. He said he saw a line of cars pulled over and at the front of the line was me and about 50 electrician's standing around looking under the hood. Once on a job, a man from another trade was leaving notes on my car, notes in my lunch box. Waiting for me before and after work. My tool partner started walking with me back and forth to my car and when that didn't stop, and my request for this person to stop it didn't work, my foreman talked to his foreman and the person was sent to a different job. If there has been unsafe working conditions, they've been made safer. There has never been a denial, although sometimes it takes time. There was once when several of us realized that the carbon monoxide was too high. The man in charge said if we didn't like it, go home. I called the union, they came out and the problem was resolved. Like the older man told me a long time ago, don't let them "buffalo" you. Last year, on a plant (glass) shutdown, there were one hundred men on the job. The general foreman needed another foreman and I was recommended. He introduced me to the ten man crew that would be mine. He asked if anyone had any objections, there were none. We were responsible for the piping and wiring of the three glass machines: all of the AC drive systems, DC drive systems, and the normal power. We were done ahead of time. I feel the reason it was so was because I respected them and they respected me. It couldn't have happened otherwise. Since I've been appointed to the apprenticeship committee (There are three members out of X on the committee), I have seen some women come into the trade and some have left. The things seem to cause the women to leave are child custody problems (charges that apprenticeships cause mothers to spend too much time away from their child), a lack of determination, succumbing to the idea that she has taken a man's job, and not having a "steady" job, not going to the same place every day, and not knowing what they were getting into when they started. I recently was asked to talk to a class of women interested in nontraditional jobs. There really is not a lot of information out there. It's going to take a long time before women themselves get over the biggest obstacle--themselves--and just do it. Attitudes change best by example. I apologize for being so lengthy. It's not often I can just say one word!

There have been times when being a female electrician hasn't always been an easy task. There has been times that men I work with just seem to have a grudge against women or a grudge against women in the workplace. Then, there were those that stereotyped me simply because I am built small and have blonde hair--they assumed I was a "typical blonde" and never quite took me seriously. There were those who felt I didn't have what it takes to be an electrician. This became the driving force that made me strive to improve myself and be a better electrician. My reasons are actually quite selfish--I refuse to give up and let those who tried to discourage me win. I have to prove it to myself--that I can do the work and I really do work as hard as the men. Now I realize that I do. Although I may not be physically equipped to do all the work, at least will give it a try. In just a short time, my performance as an electrician has improved and all those who tried to discourage me have lost. I know in my heart that I can do it and I have what it takes. I'll do my best to continue to grow as a person and more so as an electrician.

There were those who did have faith in me all along. I've had some great teachers and helpful, supportive friends and partners. I am very thankful for this. These days, there seems to be far more supportive coworkers and fewer discouragers--and those who used to dislike me have become friends. All in all though, I am very happy and very proud to do what I do. In fact, being in the trades in all reality has made me a much better person. My mind is very open. I believe it's the smartest thing I've done and wouldn't change it for a thing.

When I started my apprenticeship, I was single. I was friends with everyone or so I thought. I put up with naked pictures from "Hustler" type magazines, but they would write my name with magic marker on them. I thought I had to toughen up or get out if I didn't like the suggestive comments, nudity, etc.

After I was married, all those guys I thought were "my friends," would ignore me at union meetings. Sometimes on the job site, too. Now, I realize they just wanted one thing from me, "SEX." And that's the honest truth!

I am now very cautious about who I associate with because I don't even want to talk to someone who has "other" things in mind. There are a few guys who have been my true friends throughout.

I don't ask for special treatment. I expect to be treated as equal and also as a human. I will work to the best of my ability which may be less than a lot, but also more than a few.

When you hurt their little egos because you won't go out with them, or you stand up for your right to be treated with a little bit of decency and respect, their only defense to justify rejection is to call you a "queer." Once you have been labeled, you can forget it. Obviously you know what it's like out there because you asked pretty good questions. I certainly hope your thesis goes well. In sisterhood, good luck!

Women quit all the time. It isn't because we can't do the work, it is because we fight so hard to merely exist in our right. We're too tired to work.

I've done a lot of stuff, even ran 4" pipe by myself, dug 6' hole and run up 11 flights of stairs about 20 times a day and none of that is as hard as trying to hold my head proud with dignity. Nothing is going to change until the male majority lets it change. I do see hope in the future. I think or I hope--who are we kidding? Our African brothers and sisters have been fighting for equality for over 100 years and they are not there yet. It is because of the Civil Rights Act of 1962 that any equality has evolved. This is a travesty. No one is free or equal until no one is oppressed.

I have tried to fight for my rights as a union member and to be represented as such. I took it as far as the International Office (IO) in Washington, DC. You know what happened? Nothing more than getting it rammed down my throat and broken off (enclosed 4-page letter addressed to union).

Hi, Lynn, As promised, here are my documents. It so nice to talk about this to someone who is in the know. The other women in my local throw their hands up, they are at wits end. Hope to hear from you soon. Keep up the good work. In true sisterhood, [signed]

I would like to know about advocacy/support groups, so we might start one in our area [gave her name and address].

How about a woman or a person of color in the NJATC [National Joint Apprenticeship Training Committee]?

Once people see how well I work and get along with others, they are happy to be working with me.

I am also concerned because as women we have different ways of approaching our work. We are not as accepted on the job. It is judged that we are questioning the authority of our journeymen. They want me to do as I am told, without ever wanting to explain the process they went through to come up with the answer. If they don't take the time, at least occasionally, then I can't learn effectively. I won't know how to fix and resolve. I will just know that round pegs go in round holes and square ones in squares and what happens when you have an oval? I consider this a training issue. I believe men are encouraged to think independently, where I have been frequently written up and spoken against for this. Men don't want to explain why or how things are done. I also have been told by men, who sometimes supervise, that they think women are talking too much. They never think about how much they talk. They never consider that it can be work-related either. I worked as a union carpenter for nine years also. I started in 1978. I rose to President of a local of 100 members and served on our state council.

There are many ideas and comments about female electricians I would like to share. Many women may enter such a work environment because it is predominately men (and they may meet "one"). This is an attitude that should be on the "back bumper" and left out of the picture and at home. Often I've seen women coming onto workers, the type of thing you would find in bars--then cry sexual harassment! This gives the rest of us a difficult situation with the men and what we are "up" to. Many men become hardened after harassment suits and may not want to give another female a chance. What a shame. As a woman who has come from various careers (dental technician, jewelry retail, management, and holistic acupuncture practitioner). People perceive you by dress (bibs), how you carry yourself, and your language. These can make a big difference too, in whether an individual will last in the trade or with a contractor.

Ultimately I feel that problems should be thought about before taking on this occupation, as mentioned in the survey, but it should be known that what is brought up in the survey goes on in any field. I've very tire of male bashing and would rather have filled out a survey on "I'm proving that a woman can . . . ." Men do go through the same situations listed in the survey, we are we supposed to be that special or trying to make ourselves special? No one owes us a job, we must earn a job.

Hope this isn't too late! Sorry! Good Luck.

For the most part, I am treated equally on the job. I have spent almost five years trying to prove that I am willing to do my share of the work. The people I work most closely with believe that I can and do pull my weight at work. I must, however, put up with the occasional comments that seem to come mostly from the older guys in the trade. These comments are usually something like, "here--let a man handle this," or "if it was easy, they would have women doing it." I am also frequently chosen to do any kind of "clean-up" work (i.e., cleaning out switch gear or panels, cleaning or straightening gang boxes or sweeping up our areas at the job sites, including lunch area). This type of work seems to be seen as "women's work." Some foremen give us these jobs to make it easy on us. After all, it is easier than running 3" rigid! Some women see it as just that and some women see it as a denial of opportunity and experience.

Although with all the lay-offs and getting too old to lift 4", I'm back in school to become an RN. Good luck on your thesis.

If you can't handle incidents on the job, then, in my opinion, that doesn't say much for your character. The word "weak" comes to mind. And, we don't have a lot of room for weakness or whiners in construction! Get an office job, for God's sake. You should put some positive thinking seminars, or ball-busting seminars together, instead of trying collect a bunch of whiners together.

Everyone has ups and downs, highs and lows! When are we gonna be able to get past it and get over it, I wonder???

My answers may be mild, as far as the degrees, but I hate to give such unimportant people too much credit!!

Women I knew in construction used to say, "one-half the struggle was the job, one-half was the men's attitudes."

I just want to express how proud I am to belong to IBEW Local X. I know some women (in the trades) may not have been treated as well as they would have liked. I guess I am very fortunate to have been in a local that has in it so many good brothers and sisters.

I feel, too, that as a woman in the electrical industry, I am there to do a job to the best of my abilities. I don't think we, as women, need to be treated any better, nor worse, than a man, just equal. (signed)

So, instead of fighting for the opportunity to come, I went after it. I bought an electrical company and started running the show myself! I now have a woman running work, who experienced the same problems, running my job for me at X airport. If women in the electrical field would see things as a challenge and not an obstacle --we can go so far. It is a good old boy world, but why should it be? Because men want it that way. We can be such an asset to them and this industry. I love what I do and would do it all over again.

Hope your survey opens eyes, ears, and especially those closed minds! Go for it! Best of luck sister. PS: I have often thought of writing a book on my experiences too! [Signed]

I've been close (and thinking about it now) to dropping out of the trade because of the discrimination and prejudice. I'd be glad to answer any questions, if you need exact incidences. I have many.

I am pleased to be a part of this survey.

I received your questionnaire yesterday and am glad you're doing your thesis on women electricians. When I read through your questionnaire, it reminded me of another survey I responded to in 1992. It was done by a student attending Purdue University. I've enclosed that report because I thought you might find it interesting. Every young person that I talk to regarding what they want to be when they grow up, I tell them to try very hard to take science and math classes. This is a way that especially young women are kept from entering a job field. When making applications to nontraditional jobs, they are often listed as requirements. An example, when I applied for my electrical apprenticeship there was a requirement of one year of high school algebra. The applications had to be fair. Each applicant received points for each subject listed. They were sciences, maths, and drafting. I graduated from high school in 1970. Girls were required to take foods and clothing and were not allowed to take drafting or any mechanical drawing classes. Good luck on your thesis! Best wishes, [signed]

You should send out a memo with this on it:

Fear is a dark room where negatives are made.

Tear down obstacles instead of looking at them and fearing.

It's easier to wear slippers than carpet the whole world.

"Get over it."

APPENDIX K

SPECIFIC ITEM STATEMENTS

The following unedited comments are from all who responded to individual items on the opinionnaire. Each woman's comments are numbered and reported in numerical order.

Each item begins with the comments of the 12 women of color (using the abbreviations listed below to identify race) followed by the comments of 144 white women. Several of the women wrote comments to multiple items on the opinionnaire.

The following abbreviations are used:

AA = African-American A = Asian-American

LA = Latina NA = Native American

WOMEN OF COLOR--OTHER NUMBERS

AA

2. Have not had the opportunity to work with a white woman to compare.

9. Faster to disrespect blacks than whites, man or women.

LA

2. Lack of support and hostility when overseeing work as a foreman; given more difficult of less desirable assignments than equals (male).

3. Sexual posters in job trailers, gang boxes, etc. with insistence that they stay up.

4. Unwelcomed greeting when meeting new employer after being dispatched (arriving on a new job).

5. Mind games played out by foreman and employees, knowing they have plans to lay me off.

36. I attended one tradeswoman's group when I was an apprentice. I found it very negative. So, I never attended any more. The last thing I needed was to hate men more.

A

10. Haven't come across anyone from my race. But most likely wouldn't be any different from other men.

AA

33. Maintenance electrician.

AA

36. Other black women in trade on my level (there is only one other)

AA

32. Sixteen years.

36. I've tried various support groups oriented toward women (mostly whites) or blacks (mostly men) and came away dissatisfied, so I'm burnt out on group affiliation.

LA

Glad to see this! (union bug of printer on survey)

NA

11. As a lesbian, question 22 is a tough one for me to answer. Do they think that I'm a lesbian because I'm an electrician or because I'm a lesbian?

24. Quality training is available, but as a woman, it was difficult to get OJT [on-the-job training]. If Item 24 is to do with on-the-job training, then my answer should be "frequently" but, if it is Apprenticeship School training, then my answer remains the "never." However, I took a foremanship class offered by our local and NECA [National Electrical Contractors Association] as a journeyman where the instructor was patronizing and treated me unequally.

29. I was working a job where another apprentice (one year ahead of me, hired at the same time) was caught stealing from the customer. The steward saved his job. The next day, my journeyman had me bring a scissor lift to an area of work and when I proceeded to raise the lift, the JW stopped me. "My" JW had me come down and let the "theif" ride up and do the job. His explanation? The work was a reach from the bucket and he didn't want me to be hurt. I was laid off that day and the apprentice caught stealing was not.

30. I was working a job for one month, another apprentice from my class was brought on the job. I was laid off three days later. The apprentice stayed for

several months. When I questioned my BA about the situation, he said, "Well, you don't know who he knows in the company." I was flabbergasted and failed to ask--"well, what are you here for?"

My apprenticeship director sent me your survey and I'm very interested in its outcome and how I fall in the scheme of things. Please keep in contact with NJATC [National Joint Apprenticeship and Training Committee] and maybe they'll let me know how your thesis went.

I've left my local for a position with a large railroad firm on the East Coast. I'm a UTU member now and hold my IBEW International Ticket.

Sure feels good to tell somebody all this stuff.

LA

2. One actually gave me a show-up check on my first day.

AA

11. I've never thought of it though I know gays of any type are despised.
35. Never would reveal that on the job.

AA

2. Haven't been faced with it.
11. It's all how you conduct yourself.

LA

7. Depends on the contractor.
11. I don't know . . . is that what they think? WHO CARES?
35. Why does this matter? What would it prove . . . that question 11 is true!!!

WHITE WOMEN--OTHER NUMBERS

2. Depends on the individual;
6. I think my training has been, for the most part, better than men receive, because people like to work with me;
32. 12 years non-electrical construction and labor before the IBEW; and
36. I have not researched this!

5. This acceptance came with many years of hard work on the job;

7. Because of our hiring hall and out-of-work list, the contractor has no choice;
8,9. We have no women of color in our union, but hiring and work list would work the same for any member, regardless of color or sex;
11. When I started in the trade, there were comments made at times suggesting I was a Lesbian. But, with several years in the union now, these comments are never made.

5. I have worked sixteen years in the trade--men are more accepting now.
33. I was a foreman for ten years--contractor went out of business.

11. Since I am a lesbian, I do not think my answer would be valid.

10. I am a forty year old white woman--and black men in particular have always been extremely supportive and understanding as compared to white men--I have fourteen years in the IBEW.

11. "Dyke"

2. No women of color in our area
33. Contractor
36. I'm in a rural part of the country.

32. Four and one-half years--outside line work for public utility; eleven years--construction electrician (includes four years apprenticeship).
35. (Heterosexual as far as coworkers know)
36. Had our own for a while; no longer (women electricians group). X Tradeswomen Network; very active member (tradeswomen's group); CLUW; Coalition Labor Union Women (don't attend) (women's group); Electrical Workers Minority Caucus (don't attend) (ethnic/racial group).

1. From my current employer anyway.
6. For the last ten months, yes.
11. Probably, I don't know for sure and don't care.
30. Seniority means nothing in union.
6. I have noticed a difference but by watching you'll learn anyway (there loss, my gain).
13. Who cares--they are not usually crude.
15. Nothing out of hand.
16. But have been asked regarding other female electricians, but I'll ask, does it really matter? (They usually say no).

18. I have good spousal support--that's the ups and downs of the trades.
20. Except when I broke my arm--still worked, on-the-job injury
21. I don't find it a problem, but you usually don't find two females working together
22. What job doesn't?
23. That's construction
24. But that's my local, I'm taking care of that--always taking classes.
25. I have found my actions reflect response--talk dirty, get dirty talk--so I don't
29-31. Especially since I'm married.
35. Who cares?
36. But I never go--I want to work within the system, not on the outside looking in (change comes from oneself)

2. If they are capable
6. Most of the time

3. At first I can sense a feeling of "Oh no, why did you send a girl? When I start working, this uneasy feeling seems to disappear.
4. I'm a white girl
11. It's obvious to the most casual observer that I am a Dyke.
12. These remarks are usually from men of other trades.
16. usually it's the question, are you married? Do you have any kids? What's your boyfriend think about that? etc.
33. In between running jobs, I run the service truck.

2. There are NO women of color in our local and only 7 women out of 450 members.
10. We have very few men of color in our local.

6. In my conversations with other tradeswomen, my experience on #6 was not the norm.
21. Now, but 15 years ago, when I began, the answer was frequently.
36. Very informal.

5. I had to prove myself on every job I went on, but luckily it was no problem.
6. I got it no matter what! There were always good men to teach me, to take up the slack.

2. Better opportunity
32. Also two years as boiler engineer apprentices and five years as a boiler engineer.
34. Jewish

33. I have worked as a foreman because of my skill and knowledge and the people working for me, both men and women, respect me for that. I also respect them for their skills and knowledge. I think this goes a long way.

9. At my company, they are treated the same--elsewhere may be different.

2. But we have never had a black woman in this local.

6. Mostly with some exceptions
7. I do not feel discrimination in hiring, but feel I get laid off sooner because of being a woman.
32. I quit the trade four years ago, but worked thirteen years.
35. I was married twenty years, the entire time I was in the trade, now in a relationship with a woman two years. Doubt I'll go back to men or construction.

35. President and 100% female owner of X Electric.

13. But not offended

24. Depending on journeyman

1. Years ago, when I worked with the tools, job assignments were not based on ability.

4. I'm white
8. I'm white
16. Very frequently questioned about marital status and availability for a date or affair
31. Not being assigned foreman position because I'm female--"always"
33. union staff

36. Didn't know there were support groups.

13. I do not find them offensive

6. My training was better because I asked for more diversified training
7. I was in demand because I am a female-government work!
36. Went to one meeting (tradeswomen's group) and never had anymore

1. Strongly agree. I feel confident at what I do well. Most people see or are aware of my quality of work and knowledge.

2. Disagree. They have more opportunities--double minority

3. Strongly agree. Not all the time and/or by every guy, but this statement is and I believe, will always hold true. Women can't speak up, talk back, argue, take time off, or even go unnoticed like men. It seems to be that some naturally think that they can control and manipulate women in even the smallest scale. They ask me personal questions that they would think twice about asking a guy.

5. Agree. Men tend to put me into one of five categories as far as how they treat me. Once I figure out which women they see me as, I can be either good or bad. Most men who have a good friendship with their wives are easy to work around. They are relaxed and can kid around with other women. I can be treated like a daughter, mother (over protective of me) or could-be-lover? (bad news, when they don't take "no" well). I am a pretty open-minded, positive person with a good sense of humor, so I am generally accepted well.

6. Agree, actually I've been luckier than most of the men because I had two years non-union shop work and one year of school before I joined the apprenticeship program, so I had a head start with electrical knowledge and the men I worked around gave me more responsibility.

7. Can't answer--don't know, hope not. I will be the last one to hear of this.

9. Disagree--not a problem, haven't been exposed to it.

11. Possibly--I do drive a pick-up, but they know that I am also married.

22. Satellites and women's monthly cycles don't mix

28. Never looked one up

36. Have never looked into it

13. Except for tool calendars in the job trailer

22. You make do

33. Estimator for commercial/industrial electrical contractor. After seven years in the field, I had an on-the-job accident that prevented me from further work. My company (the only electrical contractor I've worked for) chose to train me as an estimator, where I've been for the last five years.

36. I've never looked for a support group. Never felt I needed one because I was fortunate enough to have not had any major problems.

28. We have a support group

34. Cajun

7. Haven't had a problem so far
9. Haven't been around the situation
19. Took bus
21. Outsider
25. Nothing I couldn't handle
36. To be honest, I don't know what groups are around.

36. Fellow women trade people (friends)

36. Some of these groups exist here but I don't belong to them.

33. Instructor for apprenticeship training

9. On question of color, I really do not know if they feel they are treated different. I am white. But, I am a smoker and I've been put in a different category of prejudice.
11. Which I am, no
33. Foreman someday
36. What support group I would like is a government supported group that will watch my children while I study. THAT WOULD BE MARVELOUS I don't know (if there are any advocacy/support groups in my area). I wouldn't have time being tired from work, school, and studying. I mean, if I could be in the next room because I am away from them a lot, it would put me at ease. I could be more open and relaxed to study. And, I would have to stop their fights and get them every two minutes.

3. Not currently, but in the past
4. I'm white--that has been, I believe, an "acceptable" attribute
8. Once again, I am white, therefore, this question is not really applicable
10. People of color are more supportive of me

1. We go by a list and what's available
5. After I prove myself
7. I only had a problem w/one contractor

36. There were no groups when I started in the trades

2. I don't know, I'm white. Don't and never have worked with colored women.
36. (There are no advocacy/support groups in my area.) That I am aware of--But, I am interested.

36. Just friends as support

7. Contractors do not usually prefer women unless they have worked you before and know your abilities. Or they have to fill a quota.
10. I have noticed very little difference

2. Cannot answer--no experience in this area
9. Cannot answer--no experience in this area
17. Decided to stop working to have kids
20. Could not work during pregnancy
28. Never had access to a group
29-31. Never laid off

28. Had not thought about it before

9. Haven't worked with

2. Don't know--haven't worked with any other women than white
4. Can't answer--doesn't apply to me
7. I have only been with subcontractors, never had a problem yet
9. Have not worked with any women of other color
12. Tell them politely and it usually never happens twice
18. But work was bad for everyone
21. I rarely work with other women on the job, but I never considered it an obstacle
22. I drive myself to an adequate place on their time

36. Never been to a meeting though

3. Sometimes, sometimes not
21. I have not worked with very many women, but that doesn't bother me.

20. Only when I delivered babies
35. Happily married with three children
36. Have not had contact with such groups--not sure what is available in our area

10. Minority men are more supportive
20. Due to pregnancy
24. On the job

5. Within the exception of a few
7. Within the exception of a few
20. After becoming electrician, became ill and am on SS [Social Security] disability
21, I don't mind, grew up with four brothers, get along better with men

28. Didn't need one
33. Ran a service truck

4. I'm Caucasian, I get preferential treatment to a degree, race--if a woman of color--is on the job. Depending on if the foreman is more sexist or racist. I may get better or worse treatment than the men of color.
8. I'm white--they like that

11. I lost jobs directly because someone started a rumor I was gay. I had some men corner me on a rooftop and threaten to throw me off (pushing me within 3" of the edge) while saying I was a "Dyke." (This was in 1980)
36. I helped found these in the seventies. Don't know if they're still available.

8. I am white

2. I don't really know that
8-9. No women of color so far--don't know
36. Are there any?

29-31. Only been two times in four years

3. Depends on the situation
5. Depends on the individual
7. Depends on if they need a "woman" on the job--depends on the contractor
9. No experience here

9. Never worked with a colored woman on the same job
21. Most jobs, I am the only woman on the job, but I do not feel that has been an obstacle
27. When I need help, I have never had a problem getting someone to help
28. Never used one
30-31. But not often (occasionally)

16. I have been questioned indirectly. No one has ever had the nerve to come right out and ask me

16. I feel knowledge of my sexual orientation would be used against me in some way. But it is my defense for a possible harassment accusation (flaunting). But, kind of a "catch 22." Revelation would be the end of a "career." Since, I doubt it would be accepted.

I have been "politely propositioned" for dates, dinners, and companionship in general, but "I don't date guys I work with" usually works. It's not a lie. I don't date any guys . . . .
35. (Plead the 5th Amendment)

17. Easily overcome
22. Easily overcome

2. They have a better chance than me--a white woman --because if they promote a black woman, they feel that have done their share of filing quotas.
9. They (women of color) are treated better because of their color. They (they--meaning the contractors) never want a racial lawsuit against them.

33. Inspector

2,9. I have no knowledge about this

5. I had to prove myself on every job I went on, but luckily it was no problem
6. I got it no matter what! There were always good men to teach me, to take up the slack.
33. Journeymen electrical technician at a power plant (coal fired)

5. Not anymore
13. Frequently in the beginning, occasionally now
16. Occasionally in the beginning, never now

1. Not true when I was an apprentice
2. There is prejudice
3. They assume I'm not as good or strong or knowledgeable
5. This is a hurdle I usually avoid by working alone
6. My apprenticeship training was very discriminatory
9. Generally we're lumped together
12. What kind? Mostly statements about women as tradesworkers
13. I hate the nonprofessional posters and magazines
14. Not as much now that I am a JW [journeylevel wireman]
15. Not as much now that I am married
16. Not so much questions, but statements of assumptions that I must be a lesbian to have this job!
22. And graffiti
24. As an apprentice
29-31. Common good ole boys and I'm the outsider

9. I have no opinion to question #9 because usually I'm the only woman and if I'm not, I haven't worked with any black woman.
15. Actually just being asked to go out, nothing really major

25. Not really harassment, asked on dates
28. Not needed

9. I have never been on a job site with a colored (electrician) woman.
11. Because I have worked in the same general area for eight years, most of the men know me by my first name. I have earned their respect because I don't swear and try to act like one of the guys. No matter how dirty the job is, I don't complain about it. I take the good jobs and the bad ones. Most of the guys in my local know I'm married.

36. I have never looked into any support groups, only because I am uninterested. I've heard of some from time to time, but didn't pay attention to the specifics.

33. Doing general foremen duties

7. Haven't encountered this yet
10. Women are one of the minorities--they seem to stick with other minorities some of the time.
12. Only remarks about being a female, not sex stuff
14. At social functions--men I work with don't know whether to hug or shake my hand. Never--as in a sexual way.
21. I'm frequently the only woman. I don't really consider it an obstacle.

12. Very few times
13. Years ago it was on every job, every gang box, not so anymore
15. In a joking manner

36. Not knowledgeable until this survey that I should concern myself with being placed in a group other than just a worker or an electrical apprentice.

2. Don't know any
6. I usually receive more opportunities because I'm on the job and don't complain
7. Contractors want production--they don't care if you're purple
11. Those that make snap judgments are seldom open-minded enough to seek the truth.
13. Why should I belittle or judge their chosen profession?
15. Often politely and with all sincerity
16. By female prison inmates
17. Personal business cannot affect working business

20. Three sick days a year
21. Pick a man's world--that's a given factor
22. The men use outhouses without water also
23. Construction is dangerous for all the hands
27. They are paid to work--not comfort my problems
34. American
36. Parenting support

36. Meeting with the women in our local

29-31. In our local you are laid off according to the order in which you are hired.

36. Except non-union

36. I do not feel that I need a support group. Although some women may, I feel that I am well-adjusted to the trade.

36. I have not inquired about any support groups

2. I have had no experiences working with other women in the trades. I have overheard several derogatory remarks concerning all "minority" workers.
3. Sometimes the journeymen I work with tend to be overprotective. They take over tasks they deem dangerous.
4. Does not apply
6. I am given many learning opportunities. I have not worked with anyone that refused to answer questions or offer assistance.
7. I think contractors are leery of hiring women because they are afraid of lawsuits and that women aren't physically capable of doing the job.
8. Does not apply.
9. I have no experience working with other women on the job.
10. I have no experience working with other ethnic groups.
11. I believe there are many misconceptions and prejudices about women in the trades.
12. I experienced an incident where someone whistled. His supervisor witnessed the situation and reprimanded him immediately.
18. In winter, work becomes slow. I miss a few days but have not been laid off.
22. If there is no facility for me, there is none for any worker.
25. Talk frequently is about sexual issues, but has never been about me specifically.

26. Some of my friends consider my job "unlady like." My family is concerned about safety and possible electrocution.
27. Most coworkers are very supportive. Some people hold onto past conceptions of the workforce.

5. Never been confronted, although some are uncomfortable, some I've heard they disagree with women in the trades.
10. Hispanics and blacks seem more accepting
22. New jobs
25. Try to stop any after first encounter

2. Both have none
9. Both are treated badly

21. I was frequently the only woman on the job site, but I was never isolated because of it.
28. I never knew there was any kind of a support group.
30. The only way I could tell if somebody had more seniority than I was if they were visible when I showed up. Once I was laid off, I had no clues as to who was still working or not because I didn't go back to the job site to see who still had jobs.

31. It was often the practice to lay off the higher (more skilled) paid apprentices and keep the cheaper (less skilled) apprentices.
32. It took me six years to get through the apprenticeship. I completed the classroom training on time, but due to too many apprentices and not enough jobs, it took me two and one-half working years as an apprentice supporting a journeyman's license in order to be paid as a journeyman.
36. As previously stated, I was unaware of any support groups.

33. Contractor (union) 10-15 people

14. As apprentice I was fired for threatening to break coworkers hand with pliers for continually "accidentally touching me."

2. Not applicable. We have no women of color in our local (really!) and I have never worked on a job with a woman of color.

35. This question has nothing to do with my job

30-31. I was once laid off before another apprentice. But, I reported to my apprenticeship director. He called the contractor and gave them the option of taking me back or laying us both off. They chose to lay us both off.

33. Estimator

1. For the most part, but not always
4. I am white
5. After they work with me
7. Being union member keeps me working
15. Not outright
27. Depending on the job

5. There are some tool partners who do have a problem, but for the most part, most of the men do not.
7. Some I've worked for did not want to hire me.
9. I am not a woman of color, so I would not know.

33. Start own business

7. Probably? first term
14. I'd hit them

6. They want me because I can help fill their quota or government contracts--token woman.
13. Drawn in restrooms on door stalls
17. children were in teens

20. Carpal tunnel in both hands for four and a half years--never told anyone I had developed it--surgery in both hands last August of '94 after I turned out. Worst condition my doctor had seen in a long time.

26. My children felt that I had forsaken them--due to I had less time for them (single parent) than I once had. They were in their latter teens, tough time for them, tough time for me . . . . There are a lot of special moments I gave up to become an electrician . . . moments that no amount of money can buy back for me . . . . My heart is heavy . . . I had to make hard choices, choices for their and my future . . . . When my children--friends--loved ones were at my graduation, I think it finally dawned on them where I'd been, why I was gone and where I was going!

29-31. Less term male apprentices would be kept on--I would be transferred.

33. I've also been a foreman which finally resulted in me changing contractor--no support!

36. Never used any of them; asked for help once due to studies, they were too busy to get back to me.

33. Master electrician

2. Don't know any women of color in trade
5. Unless they worked with a woman prior to me
9. Haven't worked with woman of color
10. All are supportive as long as I am serious about being an electrician
14. they all know better, because of my actions
15. Those who don't know me
17-31. You either are interested in being an electrician or you are not!! None of these should be an excuse!! Working hard gets you the respect.
36. Don't need one

13. When in construction years ago--10 years
17. my child older
22. Yes, on construction
33. Chief electrician

2. There are no black women working out of our local

14. Twice in 14 years
21. Often, but never interfered
25. Not really
36. I, as an individual, never felt the need for support groups

35. was married

9. Never worked with one yet
36. Don't know--I have had no need for a support group

33. Just been asked to be a foreman
11. This is true, especially if you're not married (or don't date the guys you work with)
13. In office trailer or job box
14. On leg
29-31. I have never been laid off in the six years I have worked.

36. We are not an "organized bunch" but a few friends (women electricians friends)

8. I'm white
9. Never encountered minority women
10. Minority males more supportive
11. Although I'm very feminine, with long hair

34. Immigrant
35. Normal--don't understand this word (Heterosexual)

34. Italian, 100%
36. I don't have time to get involved with a group right now. I am a new mom with NO TIME

10. I'm white--the black treated me better because they know about prejudice

33. Sub-foreman

21. I have been the only woman from time to time, but it was not an obstacle.
34. Eastern European Jew

11. They, my coworkers, are quick to find out my marital status. Probably, if I weren't married or had a child, I would be considered strongly as a lesbian. Especially since I'm often called "sir" when being addressed in public by unfamiliar people. Since I'm not typically a "feminine-type" person, narrow minded people are terribly confused.

33. Systems specialist. We have rates starting with "c" rate and going to systems specialist. I have about 500 more hours left to get before I can apply for my master's license.

2. I never worked around a colored woman
5. It usually takes a couple of days to get used to me, until they get comfortable with me.
7. Even though they don't generally have a choice, I can sometimes feel that they would rather have a male.
10. Haven't worked around other races too much

25. What I consider harassment may be different to what others think is harassment.
29-31. I have often been an apprentice for the last four and one-half years so the hall determines my being laid off most of the time.

2. See none
6. Alienation
7. Have had it happen once
12,13. In the past, not now
26. Lack of understanding
28. In general, don't care for them
33. Also have been a foreman and a training director

5. At first, tool partners are afraid to work with me. After we initially talk, I hardly ever have a problem.

6. My OJT (on-the-job training) has been worse in a couple of incidents but much better in most cases. I can ask a dumb question and get an honest answer. Some of the male apprentices can't.
7. Contractors don't want to hire me because I'm a woman.
10. I've only worked with a few men of different races and they understand the fall backs of being a minority.
11. I worry about the lesbian thing only because there are so many lesbians in construction.
12-16. I ran into one case of sexual harassment and he did all of the above. I talked to my foreman and we were split up.
29-31. I've always been asked about being laid off before it happens. Knowing that the job was about to go over, I was ready to go.

36. Not a group person.

36. I don't go to support groups, so I don't know what's available.

11. Being feminine doesn't help

1. This, of course, is after I have been "tested" for a day or so and found to be quite able to do the work.
2. But the promotion of white women to supervisory jobs are lacking also.
3. Disagree on day-to-day work things are pretty much equal. Because of lack of promotion to supervisory jobs.
6. This is because I sought to do the work and I am of the size to look these men in the eyes.
9. I cannot answer because I have not been on a job with a woman of color.
13. But I am not bothered by them

25. Pseudo-foreman: doing foreman's work but receiving journeylevel pay
36. I do not attend support groups because I think the guys feel association with these groups are silly.

2. I'm not black and haven't seen any black women, so I don't know. Based on my own experience, I would think so.

33. I am presently an instructor at our apprentice school, but I filled out the survey according to my experiences working on construction projects.
36. These groups keep starting and falling apart for lack of participation.

1. It was only a strength factor

5. Men still do not want to accept that a woman can do the same job as good or better than them.

2. Our local doesn't seem to recruit African-American sisters, sad to say!
4. Our African-American brothers are treated less than equal, if we had African sisters, I'm positive they would have to fight and scrap for any equality.
7. Of course they are liable for a law suit if admitted, they always find a reason to get rid of you!
8. There is one contractor that rumor said they did not want any blacks or women on the job!
35. After putting up with the crap I do, it's enough to make a woman stray.
36. Women's ethnic/racial, lesbian/gay groups; cannot understand the realms of problems existing in construction work for females, no advocate groups.

33. State electrical contractor--Now I'm the boss!!

35. I feel this question is very inappropriate for this survey.

36. Was in woman's group, but had to travel out of the area for work.

2. How would I know
3. I am watched and judged much more. I have been told this by coworkers
4. Not an issue for me--white

7. Non-union--I'd strongly agree, union--I don't know

9. Don't know--I have never worked with a woman of color.

1. Depends on the foreman
33. Journeyman and fill-in foreman

9. If we had any

8. Hiring/jobs are done by the union--contractors take the first available worker, women, or otherwise
9. Have not worked with women of color--unsure

2. I cannot comment on this because I do not know

6. I believe that I was not given a chance to do a lot of things as an apprentice. It was possibly because I didn't elbow my way around though.

11. How in the hell am I supposed to know what everyone thinks of me. I'm married. If someone doesn't like me or is nutty as a fruitcake, how do I know what they think.

13. During my apprenticeship, this was allowed. It's just been in the last few years that it's not allowed.

35. I want you to know this is the first time in my life I've been asked this question.

36. I don't know what's out there, because I've never felt the need to belong.

2. Don't know--most of us (women) don't get the opportunity period. White or whatever race.

33. Self-employed contractor, master electrician

6. Your training is largely what you make of it

11. That's ok because I am lesbian

21. Being the only woman or one of a few on the job is very common for me. I do not, however, feel it has been an obstacle in my career as an electrician.

22. The toilet facilities are very rarely adequate for any human being, female or male. Again, I don't feel that it has really been an "obstacle" to my career. I guess a worse obstacle is the fact that construction workers are often denied use of existing restroom facilities that are clean and have hot water to wash with and real toilet paper. This occurs frequently in remodel projects or where something is being added onto an existing structure. Sometimes it makes you feel like less of a human being than those walking around in the "finished" part of the building. You begin to wonder if this is the image you want to have throughout your whole career.

23. Most of the time safety is considered on the job. Also, I believe that OSHA [Occupational Safety and Health Administration] and like organizations have made it easier for employees to expect and receive safe working conditions on the job.

29-31. Even though they may have half the ambition or have the skills, most still have two times the brawn. The physical nature of the construction work demands people who can lift more, pull more, etc. This is a hard one to overcome, based on the basic physical differences between women and me.

33. I will be taking the X city level III Journeyman Electrician test in April, 1996 and the City of X Journeyman Test in May, 1996.

30. Our trade has no seniority.
36. But I don't belong to these

12. You just have to know how to handle it and sometimes give it back
13. Doesn't bother me
15. From factory worker
36. The men I work with, for or for me, are the best support group I know

11. As a woman electrician, I don't care! What I care about is the quality of my work and that is 100%!!
36. Don't want them, don't need them

33. Electrical construction manager for a consulting firm

8. I'm white
13. Less and less recently
23. Chemical exposure--paints, glues, etc.

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